

DETAILS OF PROPOSALS REPRINTED

COMPANY PROPOSALS . . .

Proposed Revisions of Sections
of the Physical Agreement
Dated September 1, 1952

TITLE 104. MEALS

Section 104.4

Amend to read: If Company requires an employee to perform work for one and one-half (1½) hours or more beyond regular work hours it shall provide him with a meal approximately one and one-half (1½) hours but not more than three (3) hours after regular quitting time and with meals at intervals thereafter of approximately four (4) hours but not more than five (5) hours for as long as he continues such work.

TITLE 208. OVERTIME

Section 208.12

Amend to read: When at the request of the supervisor in charge, employees report for prearranged work (1) on work days outside of their regular work hours they shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if any such employees continue to work into or beyond regular work hours they shall be paid overtime compensation only for travel time from their homes and for actual work time up to regular work hours unless the provisions of Section 208.11 are applicable;
(Continued on Page 8)

UNION PROPOSALS . . .

I. JOB SECURITY

- A. Improve job and wage protection for employees who by reason of physical impairment become unable to adequately perform their regular job duties.
- B. Proscribe the limits on work coming under the certifications which can be performed by other than employees covered by the collective bargaining Agreements.

II. IMPLEMENTATION OF JOB SECURITY MEASURES

A. General

- 1. Provide eight (8) guaranteed holidays.
- 2. Provide four (4) week vacations starting with the calendar year in which the employee would attain twenty (20) years' continuous service.

B. Clerical

- 1. Delete Section 18.6.
- 2. Add new Section 18.8 (a) and move the rest of the Section down one:

To employees within the promotion and transfer unit who are in the same

(Continued on Page 8)

NEWS OF NEGOTIATIONS

The second meeting of the full Negotiating Committees was held May 21st. Prior to that, various subcommittees met.

Watch your bulletin board and this paper for further news of negotiations.



VOL. XI—No. 1

Utility Reporter

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

MAY, 1963

YOUR Business Manager's COLUMN

One of the largest migrations in history has been occurring over the past few years as people flock to the West seeking jobs, homes, and a new future. California, now the number one State, faces a problem of great magnitude as it strives to handle this tremendous influx of people. It follows that if California does not attract new industries at a rapid rate, we are in for a peck of trouble.

A great possibility for industrial development lies in the atomic energy industries. We are fortunate in that we possess research and development facilities second to none in the Nation. Along with this scientific capability, we have many large industrial enterprises which are engaged or can be engaged in many phases of this new and growing opportunity.

California has enacted legislation which provides that the use of nuclear materials is subject to regulations designed to protect the health and safety of the work force and the general public. This legislation augments the regulations provided by the Atomic Energy Commission and in general, California is in good shape to develop the use of atomic energy for peaceful and productive purposes.

The prospects for development are enormous. Present activities include the construction and operation of nuclear power plants, manufacture of
(Continued on Page 2)



Business Manager Weakley, center, is shown participating in a discussion at an Alameda Labor Council-sponsored meet dealing with the roles and relationships of Labor and the University. At the head table are, left to right, Professor Joseph Garbarino, Russ Crowell, CLC President; Curt Aller, Brendon Sexton, who gave the address; CLC Secretary Bob Ash, standing; and Margaret Gordon of the U.C. Institute of Industrial Relations. To Brother Weakley's right is F. J. Chapple, Assistant General Secretary of the British Electrical Trades Union, while directly in front of Bob Ash is Harry Polland Economist, of Neyhart and Grodin. The weekend meeting was held at the Marine Cooks and Stewards Center in Santa Rosa.

1245 Files for U.S.B.R. Exclusive Representation

Acting under the provisions of Executive Order 10988, Local Union 1245 on May 14th served notice on the U. S. Bureau of Reclamation, Region II, of its desire to be recognized as the exclusive representative of all hourly employees employed in connection with the Central Valley Project.

Executive Order 10988, which was signed by President Kennedy on January 17, 1962, provides that employees of the Federal Government shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organiza-

tion or to refrain from any such activity.

It further provides that when an employee organization has been recognized as the exclusive representative of employees of an appropriate unit it shall be entitled to act for and to negotiate agreements covering all employees in the unit and shall be responsible for representing the interests of all such employees without discrimination and without regard to employee organization membership.

Filing of this petition is the result of transfer of jurisdiction from Local Union 659 in Medford, Oregon, to Local Un-

ion 1245 in June of last year and follows activities by Local Union 1245 where membership was better than doubled—going from 65 to approximately 150 dues paying members—with an expansion to include membership in the Water Division of the Bureau as well as the Power Division.

The Union expects to receive the recognition requested in the near future and, upon receipt thereof, will proceed immediately to establish the date to commence bargaining between the parties on the revised terms and conditions of the Agreement.

Sierra Pacific Goes After Nuclear Plant

Atomic Energy Commission construction of an advanced type of nuclear power reactor near the north end of Walker Lake is to be requested in an application by Sierra Pacific Power Company.

Approval of the project would produce an electric power plant that would be a joint operation of the AEC and Sierra Pacific.

The project requires approval by Congress before the AEC can act on the application. Sierra Pacific's application would be considered in competition with others after Congressional approval.

Fred L. Fletcher, president of the Power Company, said the initial interest in nuclear power for Nevada shown by Governor Grant Sawyer's Committee on Nuclear Energy several years ago sparked Sierra's interest in the project. He also said that Senators Alan Bible and Howard Cannon have been aiding the company in its contacts with the AEC and the Joint Committee of the House and Senate on Atomic Development.

The power plant as proposed by the AEC now is of the right size and at the right time to be of maximum benefit to Nevada, the power company president said.

The reactor being considered is of a type which has not previously been used outside laboratories, but nuclear power experts claim that it will produce power more efficiently than types now in operation.

(Continued on page 6)



**YOUR
Business
Manager's
COLUMN**

by *Ronald J. Weakley*

(Continued from Page 1)

reactors and related equipment, measurement and control devices which employ radioactive sources, non-destructive testing cameras, diagnostic detection and treatment apparatus used in medicine, salt and brackish water conversion plants, agricultural aids, and a host of other present and future applications of atomic energy.

The expansion of these atomic-related industries is being eyed by other states and the competition is developing rapidly as each state bids for more of this business in order to build payrolls and to augment tax bases.

California has an unemployment problem which is serious and which will become more serious if industrial expansion is not stepped up to a better balance between job seekers and job opportunities.

It might be noted here that one of the few areas of expanded job opportunities offered to our members in the utility industry lies in the development of nuclear power plants such as those in operation or planned by the Pacific Gas and Electric Company.

Beyond the jobs which our people will get, there are many other jobs involved in the manufacture of plant equipment, the construction of such plants, and a number of other jobs which are related to the whole venture.

Jobs mean family income. Family income means purchasing power and the combination means less unemployment and a healthier state economy.

Job holders pay taxes. Only sales of goods and services can produce tax revenues from one of our major revenue sources—the sales tax. Plant investment and operation produces corporate tax revenue. Thus, when a new industry gets underway, a whole area of tax flow is started which provides part of the cost of government and its services.

When a financial institution looks over a proposition offered by an industrial organization which seeks venture capital, all of the factors which may bear on success or failure are carefully reviewed. In the case of those who propose to enter the atomic energy business in California, the prospects look good because we enjoy an excellent climate for such business.

One fly in the ointment is a lack of public understanding involving the use of the atom for peaceful progress. This lack of understanding stems from lack of education and is compounded by a barrage of mis-information spewed forth by some who know better and by some who do not.

What are the motives of those who know better but persist in doing all they can to block the development of the atomic energy industries?

Welcome!



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

SAN JOAQUIN

- Kelley, Jacob B.
- Lapham, Denny L.
- Mariscotti, Dale
- Mouser, Benny C.
- Tackett, Norman W.
- Warren, Willie F.

COAST VALLEYS

- Graham, Sammy
- Oglesby, Glen T.
- Searby, Howard L.
- Wheeler, Palmer E.

SAN JOSE

- Etherton, Clinton J.
- Hunt, Ernest L.

EAST BAY

- Brashear, Thomas H.
- Duffy, Gerald F.
- Gish, Harvey M.

CITY OF OAKLAND

- Aird, Melvin B.
- Gerevas, William A.
- Jorgensen, Peter W.
- Saurman, Victor G.

PACIFIC GAS

- TRANSMISSION
- Boylan, Donald R.

SHASTA

- Davis, Bill J.
- SIERRA PACIFIC
- Collins, George R.
- Drakulich, Robert
- Pendleton, Jubie R.

- Raymond, Wilbur W.
- Rouse, Virgil E.
- Seitter, John C.
- NORTH BAY
- Mager, Robert E.
- SACRAMENTO
- Brandt, Herman L.
- Curran, Richard K.
- S. M. U. D.
- Meyer, Donald G.
- U. S. BUREAU OF RECLAMATION
- Simmons, Leo H.
- GENERAL CONSTRUCTION
- Bottini, Charles J.
- Carson, Robert E.
- Copley, Michael C.
- De Graff, Rawleigh R.
- Ehorn, Dan B.
- Jacobsen, Peter M.
- Main, Robert W.
- Monnich, Gary M.
- Morris, Willard A.
- Mulhall, Patrick J.
- Noxon, Allan J.
- Shearer, William T.
- Thompson, Thomas J.
- Van Gorder, Charles R.
- UTILITY TREE SERVICE
- Hedley, Richard E.
- DAVEY TREE SURGERY
- Gipson, Charles E.
- Ingle, Carl
- SOHNER TREE SERVICE
- Delk, Lloyd A.
- Jones, Earl G.
- Williams, Robert H.
- Woeller, David T.

Some of them, it seems, have discovered an area of public misunderstanding which they can exploit for purposes of inflating their under-nourished egos and for personal gain through becoming professional "anti-atom experts."

When it is pointed out that California and its people need the many benefits attendant to the development of atomic energy, these forces cry that progress in this area should be blocked because it is "unsafe."

When it is pointed out that the United States Atomic Energy Commission and the State of California have set forth stringent regulations backed up by strict enforcement procedures, those who listen only to themselves impugn the motives and laws of these responsible government bodies.

The fear factor which surrounds the use of nuclear weapons is well-founded and deserves attention by all mankind. Efforts on the part of anyone to agitate for a peaceful solution to the world's number one problem are understandable and in fact, laudable, unless designed to subvert our national interests in favor of those of our present potential adversaries.

To tie the issue of nuclear war to the question of peaceful development of nuclear energy is to say the least, a phony pitch. Those who are engaged in such a pitch have been getting away with their phony activities because they have not been properly challenged and forced to "put up or shut up" when called upon to prove their allegations, smears and innuendoes.

While we understand the inherent dangers involving nuclear energy and the need for stringent controls over its use, we have enough faith in the responsible agencies of government to place reliance on them to protect the public interest.

To do less, is to suggest that such agencies are not concern-

ed with the public interest but rather, are engaged in a conspiracy to endanger the health and safety of our citizens. We reject this suggestion and we question the motives of those who toss it into the air and then hide behind a wall of ignorance and fear.

Governmental agencies are not infallible. They are made up of human beings who commit errors and must be closely observed, especially when their activities involve a matter as important as radiation protection. It is therefore proper that said agencies be carefully observed and that citizens become and remain alert to any weakening of the quality of regulatory competence.

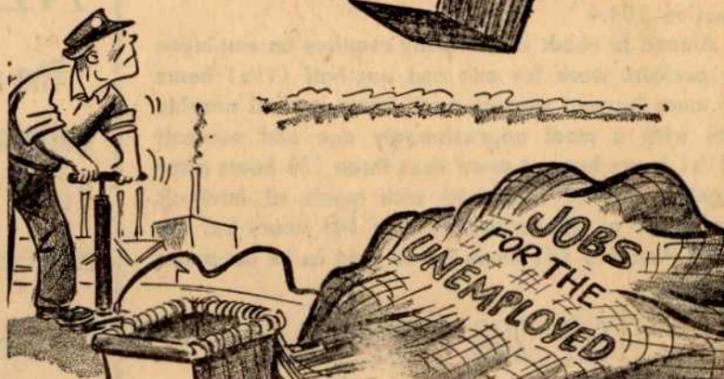
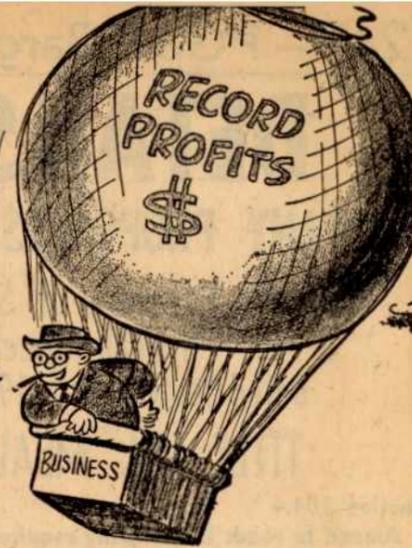
This can and should be done, and it is done by this organization and many other groups and individuals who have a direct interest in the atomic energy field, including the President of the United States and the Governor of California.

A great opportunity lies ahead for the people of California to gain much benefit from the development of atomic energy. The peaceful and productive use of this marvelous source of energy becomes a responsibility as well as a need if we care about the future of our citizens and their children.

Those who don't understand the subject are invited to spend some time digging out the facts before they join the clamor of those who refuse to be confused by the facts.

We stand for progress in the field of atomic energy development under proper regulation. We invite those who agree with us to speak out against those who would block progress for reasons which to date, do not meet the test of common sense.

Poor Guy
He Can't
Get It Off
the Ground



Who's on First?

Should not our first priority be to reduce unemployment? How can we reduce unemployment? This question was asked at a U.C. Conference on Unemployment and the American Economy. And it was phrased thusly: What can we learn from the European experience?

First of all, the experts laid to rest the claim that the European experience of full employment since the war is only a statistical illusion. Even by calculating the North American way, our 1962 unemployment rates of 5.6 and 6 per cent loom large against the range of Sweden's 1.5 per cent to Italy's 3.2 per cent unemployment.

Then the experts agreed that the task of achieving full employment was no more difficult in Europe than here. That is, Europe, too, is experiencing a general growth in the labor force, a specific boom of war babies entering the labor market, and a high proportion of women employees.

Aside from the smaller proportion of workers involved in agriculture here, only one major difference stood out. That difference is the amount of minority unemployment in this country.

It would appear we now have economic indicators pointing to a problem we have traditionally thought of in moral and political terms—equal rights for all our citizens.

However, the main conclusion the experts came to on unemployment was that our first choice was not to reduce unemployment. It was to reduce inflation.

European governments on the other hand, have not been obsessed with keeping prices level, but have concentrated on getting everyone in the labor force to work.

We are constantly counselled on inflation and its danger (even when neither one exists). Yet we suspect that the real stimulus to investor confidence is the hope of a rising price level which will bail out an otherwise unprofitable business venture.

A British economist, no doubt schooled in the direct drive of parliamentary procedures, thought that the American people had put a first priority on price stability. It remained for an American political scientist to point out that the American people wanted unemployment reduced but that this wish had not been transmitted through Congress into action.

A good example of this inaction is seen in the Youth Conservation Corps Bill which has been reported out of a House committee but has been stalled in the Rules Committee for a month, waiting for a "rule" to get it to the floor of the House.

Another example is the denial of unemployment insurance benefits to 14,000 former federal employees and ex-servicemen because Congress hasn't gotten around to passing a \$24 million supplemental appropriation for the balance of the fiscal year, ending June 30. The news release says, "It is anticipated it may be several weeks before both houses of Congress can act on the appropriation, and benefit payments under the two federal programs can be resumed."

Meanwhile, "It is imperative that persons affected continue to report to local offices of the Department of Employment and certify to any continuing unemployment so they may be paid benefits when new funds become available," the release says.

Let us hope for a more positive approach to the problems of our unemployed. In a question of priorities, we know "what's on second?"—what is a thing, inflation. "Who's on first?"—who is a person, and our unemployed are still people, are they not?



Consumer News . . . and Views

Presenting the Consumer's Point of View

By MRS. HELEN NELSON
Consumer Counsel to Governor "Pat" Brown

One of the responsibilities placed on the Consumer Counsel by the State Legislature is to appear before governmental bodies to represent and be heard on behalf of consumer interests. Sometimes these appearances are at formal hearings called by the Legislature or by regulatory agencies of government.

There are other instances where the Consumer Counsel may make a formal presentation on behalf of consumers to a governmental body though the situation is not a formal hearing. I have done this twice, appearing before departments of the executive branch of state government.

In February 1961, I appeared at a monthly meeting of the board of the Department of Investment, citing some examples of advertisements that were luring consumers to buy out-of-state lands, sight unseen, and without the consumer protections of California's Subdivision Act. I urged the Department of Investment, which includes the Real Estate Division, to take action to safeguard consumers against fraud and deceit in these sales. They urged legislation but it met with opposition strong enough to prevent its enactment. Since then, out-of-state lands have been the subject of extensive study.

SALES TAX REFORMS

Another presentation was before the State Board of Equalization in regard to abuses in the collection of sales tax. Reports of abuses had poured in from consumers shortly after I took office as Consumer Counsel. The State Federation of Labor played a key part in presenting information to me and urging action. We also received valuable assistance from representatives of the California Retailers' Association in our efforts to understand the sales tax law and its application.

I made a formal request to the State Board of Equalization to appear before it on behalf of consumers and did so in December 1960. After hearing the problems outlined, the Board instructed their technicians to draft legislation which would bring about the necessary corrections. They asked me to take their proposals to the Legislature and spearhead the effort to achieve their passage. We were successful.

In representing the consumer interest before regulatory bodies, we have not always been successful in influencing the final decision—as reported earlier in the case of the hearings on the price of milk and on health insurance.

Where we have been successful it is not really possible to put a dollar value on the success. We have been told that in just one of our efforts—the one in which we spearheaded the reform of the sales tax collection, an effort aided greatly by the State Federation of Labor—the saving to consumers probably amounts to several million dollars a year. Since the budget for our office that year (1961) was less than \$100,000, this saving alone should cover quite a few future years of maintaining the Consumer Counsel office.

Of prime importance is the fact that consumers in California now have legal rights when they pay sales tax.

Consumer Bills In Sacramento

Household Moving AB 2537

PROBLEM: About 1/4 of California families move every year. Moving companies, technically called household goods carriers, are regulated—but only minimally—by the California Public Utilities Commission when they operate within the state.

Abuses complained of include the giving of unrealistically low estimates to gain competitive advantage; improper charges for work not done; and unreasonable delays in adjusting claims.

WHAT AB 2537 WOULD DO: The bill seeks to give authority and responsibility to the State Public Utilities Commission to eliminate the basic source of these consumer complaints and to maintain fair competition in the industry by eliminating false competitive bidding.

UNDER THE PROPOSED LAW:

- Charges for moving must be reasonable and just; the Public Utilities Commissioner will be empowered to adjudicate complaints from consumers about excessive charges.
- The mover is liable for injury to the consumer's property but the liability can be limited by agreement between the consumer and mover.
- A claim for losses must be handled within 60 days of consumer's complaint—with the Public Utilities Commission having the power to fix and award damages.
- Consumer must be notified of delays in delivery beyond agreed date.
- Moving companies must maintain copies of their estimates for two years on standard forms so these can be compared with the final moving charge.
- When a mover finds its charges will exceed its estimate by more than 10 per cent it must notify the consumer by telephone or telegraph.
- When charges exceed the estimate, the mover may not withhold the consumer's goods for nonpayment of the excess charges.
- Compliance enforcement authority is given to the Public Utilities Commission.

Auto Repair AB 2348

Purpose of this bill is to crack down on dishonest auto repair practices which harm both the consumer and the honorable repair service dealers. The principle is supported by the statewide Independent Garage Owners Association.

In its practical and forthright approach to the main problems of auto repair, this bill is similar to the TV repair bill. Not a licensing measure, it takes a "preventive" approach, seeking to prohibit misleading, deceptive and grossly negligent repair practices.

The Utility Reporter
1918 Grove St.
Oakland, California

Gentlemen:

In reading a recent issue of Utility Reporter I was interested to see that you carried a column by Mrs. Helen Nelson which deals with among other things the problem of "watering hams."

For your information, I am enclosing a copy of SB 1570 which I authored. This bill will provide for the correct label on hams to which water has been added.

Sincerely,
/s/ THOMAS M. REES
Senator
California Legislature

TMR: ls

TV Repair SB 1292

PROBLEM: This bill comes to grips with the many aspects of deceptive and incompetent practices in the repair of TV, radio and phonograph sets. It avoids the traditional licensing approach which in other fields has proved inadequate to cope with dishonest practices and has served mainly to eliminate competition.

Most frequently reported abuses in TV repair are the replacing of tubes and parts when such replacement is not necessary . . . "Setnapping," which means taking the set to the shop unnecessarily (charges are usually higher for shop repair than home repair) . . . using rebuilt parts but charging for new ones . . . and "bait advertising."

SB 1292 has the strong backing of the California State Electronics Association, a statewide organization of repair service dealers dedicated to ethical business practices.

WHAT SB 1292 WOULD DO:

- Establish in the Department of Professional and Vocational Standards a Bureau of Electronic Repair Dealer Registration with authority to regulate TV - radio - phonograph repair service dealers and spot-check repairmen on a continuous basis.
- All repair service dealers would be required to register annually; their employees would not have to.
- Fraudulent, deceptive and grossly incompetent practices would be subject to penalties. So would false and misleading advertising of repair services.
- Repair dealers would be required to furnish a written estimate of the job at the customer's request. If actual work will exceed the estimate, the customer must be notified in advance and give his consent.
- Parts supplied and work done would have to be itemized for the customer.
- Consumers would be able to make complaints directly to the Bureau which would have authority to make informal adjustment of complaints. In addition, the Bureau would be enabled to seek court injunctions to prevent dealers from continuing unlawful practices.
- A 5-man advisory board would serve in the Bureau, with 3 representing the general public and 2 representing the repair industry.
- A registration fee to be paid by repair service dealers — it is estimated there are 6,000 in California — would cover the cost of the program.

Watered Hams SB 1570

Sets a limit for the amount of moisture that can be added to canned ham, pork shoulder or similar canned products. These may contain up to 8 per cent added moisture—providing the label reads "water added" in prominent lettering not less than 3/8 inch high. Canned hams with more than 8 per cent added moisture will be considered adulterated.

Cosmetics SB 1214

PROBLEM: At present, the State Public Health Department cannot take action against an adulterated or misbranded cosmetic which is subject to the Federal Food, Drug and Cosmetic Act unless the Federal Food and Drug Administration has first declared the product to be in violation of federal law.

If this time restriction applied to food, the State Department of Public Health would have been unable to act as quickly as it did in the recent case of contaminated tuna.

WHAT SB 1214 WOULD DO: Senator Farr's bill seeks to give consumers buying cosmetics the same protection they have when buying food. It would give the department authority to move against any adulterated or misbranded cosmetic sold in California, should the need arise, without having to wait for the FDA to act first.

Bill on Repossession Passes Assembly

AB 481 dealing with repossession and deficiency judgments passed the Assembly and will now go to the Senate.

The bill, authored by Assemblyman John Foran of San Francisco, provides that a creditor who repossesses and resells goods cannot recover deficiency charges from the consumer. In other words, the creditor has to choose between repossessing the goods or suing for the unpaid balance; he cannot do both.

For Your Family's Security



The UTILITY REPORTER

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BRUCE LOCKEY Editor

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E-Board Resolves to Protect Secret Ballot

Resolution # 6, Revised
(Supersedes Resolution Adopted 11/2/61)

WHEREAS: The secret ballot voting procedures previously adopted for handling those issues being submitted to Unit meetings, as provided by Article VI, Section 7 (b) of the Local Union Bylaws, and where a secret ballot is directed by the Executive Board, may in certain instances not assure secrecy of each ballot, and

WHEREAS: It is the desire of the membership of Local 1245 that all members casting ballots in a secret ballot procedure at a Unit meeting shall be assured that their individual vote will not be disclosed, and

WHEREAS: This secrecy of ballots can more readily and positively be assured where the count of ballots is made on a centralized basis, now

THEREFORE BE IT RESOLVED:

That in all cases involving a vote at Unit meetings regarding a Bylaw amendment, a Collective Bargaining Contract ratification where more than one Unit is involved in the determination of the issue and in all other cases where issues are submitted for determination as provided in Article VI, Section 7(b) of the Local Union Bylaws and where the Executive Board directs a secret ballot be conducted, the ballots cast on such matters at all Units which are to participate in the forming of the decision, shall not be counted at the separate Unit meetings but shall be forwarded to a central location for counting; and

BE IT FURTHER RESOLVED:

That effective May 5, 1963 and until otherwise modified by Executive Board Resolution, such balloting at Unit meetings and the tally of ballots shall be conducted in accordance with the procedure outlined in the attached "Rules for conducting a Secret Ballot at Unit Meetings," and

BE IT FINALLY RESOLVED:

That such attachment shall be considered as part of the Resolution.

Adopted May 5, 1963 at Oakland
by Executive Board, Local Union 1245
By /s/ Leland Thomas, Jr.,
President
By /s/ Henry B. Lucas,
Recording Secretary

1. Each year in the month of July each member shall be issued a membership card for the period of July 1 through June 30 of the following year.
2. Such card shall contain the name of the party to whom the card is being issued and a blank space for signature of the member. The card shall be signed by the member in ink before it may be accepted as a valid card.
3. In addition to the member's name, the card shall contain the following:
 - a. The method by which the monthly membership dues are paid, either by cash or payroll deduction.
 - b. The identification of the Company in which the member is employed.
 - c. If applicable, the card shall show the member is within a clerical bargaining unit.
 - d. The member's card number.
 - e. The member's initiation date.
 - f. Upon request of the member, his job classification shall be noted on the card.
 - g. The back of the card shall be divided into 12 equal spaces. Each space shall be identified by a first letter of a calendar month—the top left space to be identified by "J" for July and the remaining spaces by the first letter of a calendar month, marking in terms of the calendar from left to right and top to bottom.
4. NOTICE
 - a. On issues other than a Bylaw amendment or a Contract ratification, which requires a vote to be conducted under the hereinafter contained voting procedure, no special notice shall be required.

Point 3(b)

Point 3-----	Gerald F. Watson	D-150883	-----Point 3(d)	
Point 3(a)-----	A-PRD	P.G.&E.	3-1-52	-----Point 3(e)
Point 3(f)-----	Groundman			

The illustrations indicate the additions to the membership card which will be made in accordance with paragraph 3. The information presently on the card will remain; information noted will be an addition.

- b. On Bylaw amendments or a Contract ratification where voting is conducted under the herein contained voting procedure, the Executive Board shall designate the period in which the vote will be conducted and the date, time and place at which the ballots will be counted. The Business Office shall notify the membership as to the time and place of those meetings which may be attended for the purpose of balloting.
5. PROCEDURE
 - a. Each duly constituted Unit shall hold a meeting, either regular or specially called, for the purpose of conducting a vote of those issues being submitted by the Executive Board.
 - b. Each Unit shall maintain a Unit register using the approved attendance forms.
 - c. Each member shall be required to sign a register upon entering the meeting hall. The register shall be made in duplicate with one copy to be a Unit copy and the other to be the Local Union copy.
 - d. The Unit Chairman shall appoint a sergeant at arms who will be responsible for seeing that the above is complied with. The sergeant at arms shall establish proper identification of all those desiring attendance at the meeting by use of any one of the following:
 - (1) Dues receipt which shows that the member is in good standing.
 - (2) A check stub showing current dues deduction.
 - (3) By use of the membership card noted above.
 - (4) By being vouched for by the membership in attendance.
 - e. Where the member presents a membership card, the sergeant at arms shall stamp the back of the membership card with the Unit stamp in the space provided for the month in which the meeting is being held. At the close of the meeting the sergeant at arms shall turn the register over to the Unit Chairman. The Unit Recorder and Unit Chairman shall sign the register to validate that it is the official attendance register for the Unit meeting for that month. One copy of the register, together with a copy of the Unit minutes, shall be forwarded to the Local Union office immediately. The other copy will be held by the Unit Recorder as part of the Unit records except that when a secret ballot is conducted as outlined herein, the register which is to be sent to the Local Union office shall accompany the ballots as outlined in Item 7, subsection c (6).
 - f. When a meeting is scheduled but no quorum is present, the register shall be witnessed and validated by the Business Representative*. One copy of the register shall be submitted to the Local Union Office with the other copy being submitted to the Unit Recorder at the next regular Unit meeting at which there is a

quorum, who shall then enter it into the official record of the Unit. The Business Representative* shall stamp the membership cards presented with the proper Unit number to show the member was present even though no official meeting is conducted.

6 CONDUCT AND ELIGIBILITY

- a. Unit Officers shall be responsible for the conduct and department of the meetings.
- b. Only members of Local 1245 shall be allowed in attendance at the meetings.
- c. All members in continuous good standing as determined by the Constitution and Bylaws shall be eligible to receive a ballot on all issues being submitted to the Unit for vote except that only those members coming under the jurisdiction of the specific agreement being voted upon at a Contract ratification shall be eligible to vote on those issues concerning the particular agreement under which they are covered.**
- d. All members in attendance who have shown proof of membership or have been vouched for by the membership in attendance shall receive a ballot.
- e. A non-member who signs an application card at the meeting and who also signs a dues deduction authorization card or submits, in cash, the amount of one (1) month's dues, shall be given a ballot.
- f. A member in attendance at a meeting where no quorum exists shall be given a no-quorum ballot which shall be cast in accordance with the procedure outlined in "Balloting," item 7. c.

7. MEETING AGENDA

- a. The regular agenda for Unit meetings shall be followed, with the issue which is submitted by the Executive Board for action being presented under the order of "New Business" unless otherwise directed by the Executive Board. The Unit Recorder shall present the issue to be acted on and any written explanation submitted from the Executive Board.
- b. Questions and discussion of the issue by the membership shall be conducted and the Chairman shall see that such discussion is confined to the issue submitted. When discussion is concluded, the Unit Chairman shall call for the ballot and all eligible members shall proceed to vote.
- c. Balloting
 - (1) A ballot committee shall be established and shall consist of the Unit Recorder, who shall be the judge, and two tellers who shall be appointed by the Unit Chairman. One teller shall be responsible for the distribution of the ballots and the other shall act as custodian of the ballot boxes. The sergeant at arms shall issue the member his outside envelope upon admission to the meeting, at which time the member shall sign his name and address on the envelope in the proper spaces provided thereon before receiving his ballot.
 - (2) The Unit Recorder shall call the names from the register which was signed upon entering the meeting room.
 - (3) As each name is called, the person shall proceed to the Unit Recorder's desk and shall receive a ballot and an unmarked envelope. (The Unit Recorder shall check the name as having voted.)
 - (4) The member shall then mark his ballot, place it in the unmarked envelope and seal it. He shall place the unmarked envelope in the outer envelope received upon entering the meeting, and seal it. He shall then deposit his ballot in the ballot box.

Point 3(g)

Reverse Side

J	A	S	O
N	D	J	F
M	A	M	J

Kuchel Takes On The John Birchers's



The activities of the fringe on the far right have led to a strange atmosphere over the public debate in California, and elsewhere. Senator Thomas H. Kuchel has done us all a service by speaking out against what he calls, "the fright peddlers." The following excerpts are from his speech before the Senate:

- (5) As each member completes his balloting he shall return to his seat.
- (6) When all names on the register have been called, the Unit Chairman shall determine if all members present and desiring to do so, have cast a ballot. When this has been done, the Chairman shall declare the voting concluded and the ballot committee shall place the ballots in an envelope provided by the Executive Board, together with a copy of the Unit register. In the spaces provided on the envelope, identify the Unit, etc. Then seal the envelope and sign their names across the sealed flap, placing scotch tape over the flap after signing. The envelope shall be addressed to a post office box which shall have been arranged for in advance by the Executive Board. The ballot committee in custody of the ballots will, upon completion of the meeting, then be transported to the nearest post office by the Business Representative* where the package will then be mailed. The Unit ballot committee shall be responsible for mailing of the ballots and only ballots received at the Local Union post office box within the prescribed time limit shall be eligible to be counted.
- (7) The Procedure of balloting for persons where no quorum is present shall be as follows:
 - (a) The Business Representative* shall read the proposed issue.
 - (b) Adequate time shall be allowed for discussion.
 - (c) The Business Representative* shall provide each member in attendance with a ballot, an unmarked envelope, and an envelope addressed to the Executive Board of Local Union 1245.
 - (d) Each member shall vote, place his ballot in the unmarked envelope, place his unmarked envelope in the addressed envelope, and mail his own ballot.
 - (e) These ballots shall be postmarked not later than midnight of the following day.

BALLOT COUNT

The Local Union President shall appoint no less than four (4) Executive Board members to act as a committee to collect from the post office box, on the previously determined day, the Unit ballots and count the votes by using the following procedure:

- a. The number of ballots contained in the package from each Unit shall be verified against the register and shall be checked against the Local Union records to determine the eligibility of the voters. The Unit registers shall be checked to determine that only one ballot has been cast by each member.*** Those ballots received in accordance with rules established for no quorum meetings shall be checked for eligibility. All ballots submitted from those qualifying as eligible by being in good standing and voting but once shall have the outer envelope opened and the inner envelope, together with the ballot, shall be placed in one container, the unidentified envelopes will be opened and the ballots will be counted.
- b. The Committee shall report to each Unit and to the full Executive Board at its next regular meeting the tabulation of the ballots. The report shall contain, by Units, the total of Unit ballots cast, the number of certified ballots cast, the number of ballots cast at no quorum meetings, the number verified as eligible, and the grand totals of each sub-group above. The report shall also contain the results of the voting with the total number of "Yes" votes and the total number of "No" votes. The issue will be decided by the majority vote of the valid ballots.
- c. Any member who desires may be in attendance at the ballot count to observe the procedure but shall not interfere with the counting.
- d. The ballots, together with the record of the count, shall be held for thirty (30) days after notification to the Units, as provided in Item 8 (b) above, and shall then be destroyed.

* The Business Representative as used herein shall mean any person designated either temporarily or permanently by the Business Manager to serve in the capacity of representative as outlined in this procedure.

** Where voting is to occur on two separate agreements, the balloting shall be concluded on one agreement before balloting is begun on the second.

*** Duplicate ballots shall be declared void and shall not be counted.

Mr. President, the American people are keenly aware of the grave and evil hazards to our freedom and to our way of life which international communism is eternally dedicated to destroy.

Aside from a relative handful of traitorous zealots in the ranks or clutches of the Communist party, we—all of us in this land—are unalterably committed to deter and, if necessary, to combat and defeat any aggression, Communist or otherwise, against us or our free friends, who, like us, propose to keep our freedom.

I rise today to speak of another danger we confront, not as dread or as foreboding, but equally offensive and evil to all reasonable, rational, free American citizens.

It is the danger of hate and venom, of slander and abuse, generated by fear and heaped indiscriminately upon many great Americans by another relative handful of zealots, in the ranks or clutches of self-styled "I am a better American than you are" organizations.

It results from a strange intellectual strabismus which professes to see our Government crawling with "Communists" and which, abandoning the processes of reason, pours its spleen upon anything or anybody which does not meet its own queer and puzzling dogmas.

Mr. President, in every day's deluge of mail at my office which sometimes means as many as 5,000 letters, telegrams and postcards—there are generally a 100 and even 200 letters which I describe simply as "fright mail."

Most of my colleagues receive such mail and most of them refer to it in much stronger terms. Coming from the most populous State in our Union, I think it is safe to say I get as much as anybody. . . .

It is disgusting to find self-appointed saviors, whether infantile or cunning, preying profitably and psychotically on the fears of Americans in the name of anticommunism. Indeed, the ugly labors they perform are a service to the Kremlin itself. They seek to divide and too often succeed in dividing, our people, far better than any Communist agents could do.

Day in and day out, every Senator and every Government official I know works long, hard hours devoted to one primary mission:

To protect and promote the security, welfare, and best interests of one country and one country alone—the United States of America, a country all of us in this Chamber unashamedly revere.

Do these people really believe, I ask myself—and now I ask them—that a gigantic and incredible and unprecedented conspiracy has occurred in America in which the President and his Cabinet, 99 per cent of the Congress, 99 per cent of the Nation's journalists, and even the U.S. Army have all taken part to sell out our country?

Do they really believe further that this conspiracy is visible only to a small number of self-appointed saviors, such as Mr. Jackman?

If they do, the only reasonable reply I can give to them which they will understand is the honorable, 100 per cent red, white, and blue expression: "Nuts."

Who, we might also ask, is this Mr. Jackman? He is simply the Reverend Theodore Jackman, an available speaker for the American Opinion Speakers Bureau, the "nationwide conservative speakers' exchange" run by the John Birch Society, whose major contribution to the security and welfare of the United States of America was to "unmask" Dwight Eisenhower as a traitor.

Speaking of that highly publicized organization, I digress for a moment to point out to my colleagues, who may not have heard, that the founder of the Birch group has recently revised the party line viewpoint on former President Eisenhower—at least somewhat.

According to newspaper reports, the latest reprints of the founder's memorable book "The Politician," now gives followers the following choice—

That he—Eisenhower—is a mere stooge, or that he is a Communist assigned the specific job of being a political front man.

But the ludicrous words from high up in the Birch councils on the late former Secretary of State John Foster Dulles, of course, remains: "I personally believe Dulles to be a Communist agent," the founder of the Birch Society continues to profess.

As Ripley said, "believe it or not."

Our policies—American policies—are open to question and debate—as they must always be.

I am a Republican—and I shall continue to question the cold-war policies of a Democratic administration and fight those I consider unwise.

But both political parties—Republicans and Democrats—have the best interests of the country we love in mind and heart.

I wonder, however, about the fright peddlers and the followers of an organization whose founder has declared: "Democracy is merely a deceptive phrase, a weapon of demagoguery and a perennial fraud."

Clutching at half-truths and downright falsehoods, the fright peddlers fabricate hoaxes, as we have seen, which frighten Americans and divert their attention from the real menace. They sow suspicion and hatred. They attempt to undermine faith in Government, its institutions, and its leaders. They preach resistance to the laws of our land. They degrade America and Americans, and do it as well as—or better than—the Communists do.

Yet, their followers—and even some honest conservatives—continually ask me: Why do I keep berating them, instead of the Communists?

I loathe and despise communism and Communists. By voice and by vote, all of my adult life I have attacked them and opposed them.

I expect the hoaxes and the spreading of hysteria, the sowing of suspicion, and the denigration of our Government, institutions, and leaders from the camp of the enemy, communism, but not from fellow Americans.

I shall always fight the big lie, the smear, witch hunts, anti-Catholicism, anti-Semitism, racism of any kind—which are not the hallmarks of conservatism, but are the trademarks of communism and fascism.

I am concerned about right wing extremists, not because of the noise they make, which, as with the vile Communists, is out of proportion to their size. I am concerned because they are, after all, Americans, not agents sworn to allegiance to a foreign power.

Can these cruelly swindled victims of the fright peddlers be shocked into a reappraisal of their swindlers and be reclaimed as valuable and effective contributors in the fight against the real enemy? I do not know. But I believe it is time such an attempt be made.

Perhaps I am naive about this. Yet I feel there must be some—and they belong to both political parties—who can be persuaded to join the ranks again of sensible and decent anti-Communist, pro-Americans devoted to defending our Nation against defilement of both the extreme left and extreme right, here and abroad.

America has enough immediate and deadly dangerous enemies, without manufacturing hobgoblins. America can use all the responsible help it can receive.

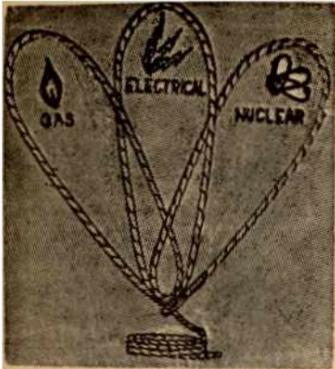
Unit Elections Coming in June

Elections of Unit Officers will be held at June Unit Meetings, this coming month.

Because the election of Unit Officers in one Unit does not involve another Unit, the new election procedure, also on this page, will not be used in this balloting.

Article IV, Section 8 of the Local Union Bylaws authorizes the election of Unit Officers thusly:

"Units shall nominate and vote for their officers at the regular June meeting in 1959 and every two years thereafter. Voting shall be by secret ballot. Only members of that Unit in good standing for at least May shall cast a ballot. Those receiving the highest number of votes for each respective office shall be certified to the Local Union by the Judge, Tellers, or Recorder of the Unit and such members shall then be declared elected. In the event of a tie vote affecting the outcome of the election, the Unit shall conduct a runoff election between the tied candidates at this same meeting."



Safety Roundup

By SAM L. CASALINA
SAFETY CONSULTANT

Safety problems come in many shapes and sizes. In a large union such as Local 1245 these problems cover a wide spectrum of activities. Illustrations of safety matters with which the System Safety Committee and I have dealt recently include the following:

- Clerical: Wide variations in office temperatures and unclear first-aid emergency procedures.
- Tree Trimming: Tree trimmer's fall from redwood in Eureka. Investigation by State DIS with citation and suggestions for preventing a recurrence.
- Electrical: Interpretation of safety rules and General Safety Orders, especially definitions: ("Qualified Observer", etc.)
- Gas Dept.: Lack of adequate gas safety laws and standards, and the gathering of data in support of these standards.
- Nuclear Powerplant: With Humboldt No. 3 capable of operating at full power, vigilance that radiation safety standards are rigorously observed is necessary.

HUMBOLDT REACTOR

Two recent trips to the nuclear power plant outside of Eureka were very interesting. The potential for a safe operation, with PG&E licensed under stringent Federal safety standards appear in good prospect.

FAMILY SAFETY TIME

"In the good old summer time . . ." the old song says, "that's a very good time . . ." But the National Safety Council reminds us that when the

temperature goes up, so does the accident rate.

On the job, the law demands that the employer provide a safe place in which to work. At home, and with our families, we sometimes do things or tolerate conditions which we would not on the job. What follows is a brief reminder of some of the hazards associated with summer fun.

BARBECUES

When cooking outdoors, extra caution should be used in assuring that the food is fresh, that proper equipment is used, and that rules of sanitary food preparation are observed. Families have become violently ill after grilling steaks on old refrigerator shelves. Tests showed that the shelves are often plated with cadmium, and at the high temperature of burning charcoal the cadmium melts into the steak, poisoning the person who eats it.

Indoor barbecues can be held any time of the year . . . if proper ventilation is provided. Burning charcoal gives off carbon monoxide, the same poisonous gas that kills many motorists who run car engines in enclosed areas. Don't set up your grill anywhere indoors, except in a properly drawing fireplace.

Squirting lighter fluid on a started barbecue fire "to speed things up" has caused serious burns by having the fire back up the stream of fluid before you realize what's happened.

WATER SPORTS

Last year 4,400 people drowned accidentally and 1,100 others were killed in 3,179 boating accidents. Water safety pamphlets may be obtained from any Coast Guard station, and give valuable information on all aspects of boating, safe water sports equipment, sharks, and emergency life preservers. A pamphlet on the safe use of electrical equipment around swimming pools is available free from the State Division of Industrial Safety, 455 Golden Gate Avenue, San Francisco 2.

GARDEN SPRAYS

The ready availability of weed killers and pesticides has brought into national focus a problem too long ignored. The fact that these toxic chemicals kill the living cells of plants and animals should be related to their potential hazard to humans. These materials should be stored in a locked cabinet or shed, away from where children can get to them. They should be mixed in containers that will be used only for that purpose so as to avoid any poisoning of pets or children. If extensive spraying is anticipated, a good respirator is recommended. Stand upwind from the direction in which you spray. When washing out spray equipment make sure that the wash and rinse water is sent into the sewage system. Although diluted, this water may still be very toxic.

Engle Bill Against 14b

WASHINGTON, D. C.—Senator Clair Engle (D-Calif.) said that he is sponsoring a bill repealing the section of the Taft-Hartley Act which permits states to limit union activity through so-called "right-to-work" laws.

The section of the Taft-Hartley Act, 14 (b), says that states can prohibit union shop contracts, Senator Engle explained.

Senator Engle said, "It is my belief that those who realize benefits of union organization should also have the responsibilities and duties which accompany these benefits.

"If through a voluntary and free choice, the workers in a shop vote to set up a union shop they have every right to do so. To deny them this choice is to deny them their fundamental right to organize."

Californians defeated a "right-to-work" proposition on the ballot in 1958.

Senator Engle joined Senator Harrison Williams (D-N.J.) in introducing this bill.

Teen-age Job Crisis Looms

SAN FRANCISCO—Young Americans are going to find it tougher than ever getting jobs—especially the 5½ million youth who will get no education beyond high school in the next three years.

There are more of them in California than in any other State, and unless action programs are developed now to help them, many will face chronic unemployment.

Secretary of Labor W. Willard Wirtz sent up this warning signal earlier this week in testifying before the Senate Subcommittee on Education in support of the National Education Improvement Act. Secretary Wirtz made public his agency's Manpower Report No. 3 on "Young Workers: Their Special Training Needs" which highlights the unprecedented increase in young people hunting for work. The report points up the corrosive and frustrating effects of unemployment on many of the "non college-bound youth" — and calls for immediate action to help remedy the situation.

The report will be available in San Francisco and Los Angeles next week. It shows California leading the nation in numbers of 14 to 19 year old

youth in the labor force, working or hunting for full or part time jobs, with a total of 558,500 in 1960. The state expects this number to grow to 855,100 by 1965 (up 53.1%) and to a whopping 1,074,300 by 1970.

The West leads other areas of the nation in burgeoning numbers of 14 to 19 year olds who will work or hunt for jobs, with a 43.5% increase in the three years ahead. Increases in youthful workers for the Northeast will be 20.9% by 1965; for the North Central states, 24.5%; and for the South, 13.4%.

One encouraging trend, according to the Labor Department report, is the greater number of 14 to 19 year old workers who keep on with their education in school, either on a full time or part time basis. Here again the West leads the nation, with 56.9% of its teenage workers sharing their time between education and employment, in varying proportions.

Out-of-school 14 to 19 year olds comprise less than 11% of the total labor force increase in California, against a national average of 12.4% by 1965. A quarter or more of the total labor force growth of 14 states will be made up of out-of-school youth in three years unless the trends are reversed.

In calling for an "omnibus educational and training approach which will encompass all of our young citizens," Labor Secretary Wirtz said less than a fifth of 700,000 establishments in private industry had a definite training plan or program. He also noted the need to improve and expand vocational education, and said those who faced the most pressing problems of all were non-white boys and girls, the children of migratory workers, the physically handicapped, and all young people who live in the nation's rural and urban slum areas.

Shop Stewards

APPOINTED DURING APRIL

PACIFIC GAS & ELECTRIC COMPANY:

Robert S. Mowrey, General Construction.

SIERRA PACIFIC COMPANY:

Frederick R. Sharp.

Snag in Cal-Pac Bargaining

Meeting in Needles on April 18 and 19, 1963, the Negotiating Committee of Local Union 1245 was unable to reach an acceptable agreement with the California Pacific Utilities Company, Needles Division.

During the course of these meetings, two offers were made by the Company—both of which were rejected in a secret ballot vote by the membership. The first offer was for a 3.4% increase effective May 1, 1963. The second offer provided for an additional .8 of 1% to be effective November 1, 1963. Neither of these offers contained any of the desired improvements in fringe benefits or any other change in the Agreement except to extend the leave of absence provision for Union Business from two to three years.

A subsequent offer was made by the Company on April 29th which would have

raised to 1.6% the increase to be effective November 1st. This offer was also rejected by the Local Union membership involved in a secret ballot vote.

Throughout negotiations Company contended that their refusal to meet the Union requests with respect to wages and fringe benefits was based on their poor financial situation. However, they did not offer the financial data to support this financial position. Company's failure to offer the financial data to support their position resulted in Union's filing Unfair Labor Practice Charges with the National Labor Relations Board.

This matter is currently under consideration by the Board; however, Union is still attempting, short of a decision by the N.L.R.B. on the charges filed, to reach a satisfactory conclusion to this year's negotiations with the Company.

I Am Moving Important Notice

Under a new postal regulation it will now cost the Local Union 10 cents rather than five cents to obtain corrected addresses from the post office for members who have moved. This means that if a member moves and does not notify the Union, the post office will charge the office 10 cents for the incorrectly addressed issues.

Members may notify the Union by filling out and sending the form below to the Local Union:

Name.....
New Address.....
City.....
Old Address.....
City.....

Mail to: IBEW Local 1245, Mail Room
1918 Grove St., Oakland 12, Calif.

Sierra Pacific Going Nuclear

(Continued from Page 1)

It involves the use of heavy water as a moderator instead of graphite and is actually a pressurized Boiling Water Reactor with heavy water used instead of ordinary water.

Purpose of the project, in which Sierra Pacific Power Co. would build a power plant to operate in conjunction with the reactor, would be to establish its commercial value. Completion would be scheduled for 1968.

The plant will be called "A Spectral Shift Reactor." This term comes from the fact that the neutron release is varied by varying the proportion of heavy water over the life of the Reactor.

Electrical capacity of the proposed plant would be about 125,000 kilowatts, as much as was required by all of Northern Nevada just a few years ago.

Fletcher said the AEC project proposal would not be a substitute for another Central Nevada nuclear power plant near Tonopah that is presently under consideration by Sierra Pacific Power Co. and Nevada Power Co. for use by both Northern and Southern Nevada.

Study of the feasibility of the joint Northern and Southern Nevada plant was announced some time ago.

Member of IBEW Dies on Thresher

KITTERY, Me. — George J. Dineen, member of Intl. Brotherhood of Electrical Workers Local 2071 at the Portsmouth Navy Yard, was on board the atomic submarine Thresher when it sank in the Atlantic Ocean recently with the reported loss of 129 lives.

A lead mechanic, Dineen, 40, was on board with other civilians and the Navy crew during the sub's test cruise. He leaves his wife and three children at their home in Biddeford, Me.

IBEW Pres. Gordon Freeman said in a letter of condolence that Dineen was a hero who died for his country and that his death "was not in vain."

the need for medicare

(This report from The Department of Social Security, AFL-CIO clearly demonstrates the inadequacy of the Kerr-Mills Act and the need for a new Medicare program

Figures just released showing the operations for January 1963 of the MAA program under the Kerr-Mills Act show no substantial change in the

nature of this program. Total number of recipients of aid during this month were a little over 116 thousand out of the total population of 16.5 million senior citizens in the

entire country. The major portion of the program is still concentrated in a few of the northern industrial states as it has been since its start over 2½ years ago. For example, New York, with 10.2 per cent of the older population of the country, used 38.5 per cent of the money spent under this program in this month. The four states of New York, California, Massachusetts and Pennsylvania together expended over 4/5 (80.4 per cent) of the total amount for this month and yet these four states had only 28.2 per cent of the older population.

Over ¾ (75.6 percent) of the recipients of aid under this program in January this year were in the five states of New York, Massachusetts, California, Maryland and Pennsylvania. These states have less than a third (30.1 percent) of the older population.

These figures again underscore the fact that even the limited objective of this program, as claimed by the American Medical Association, to provide medical care on the basis of need is not being met. There is no correlation between need and the distribution of funds or aid extended as between the states.

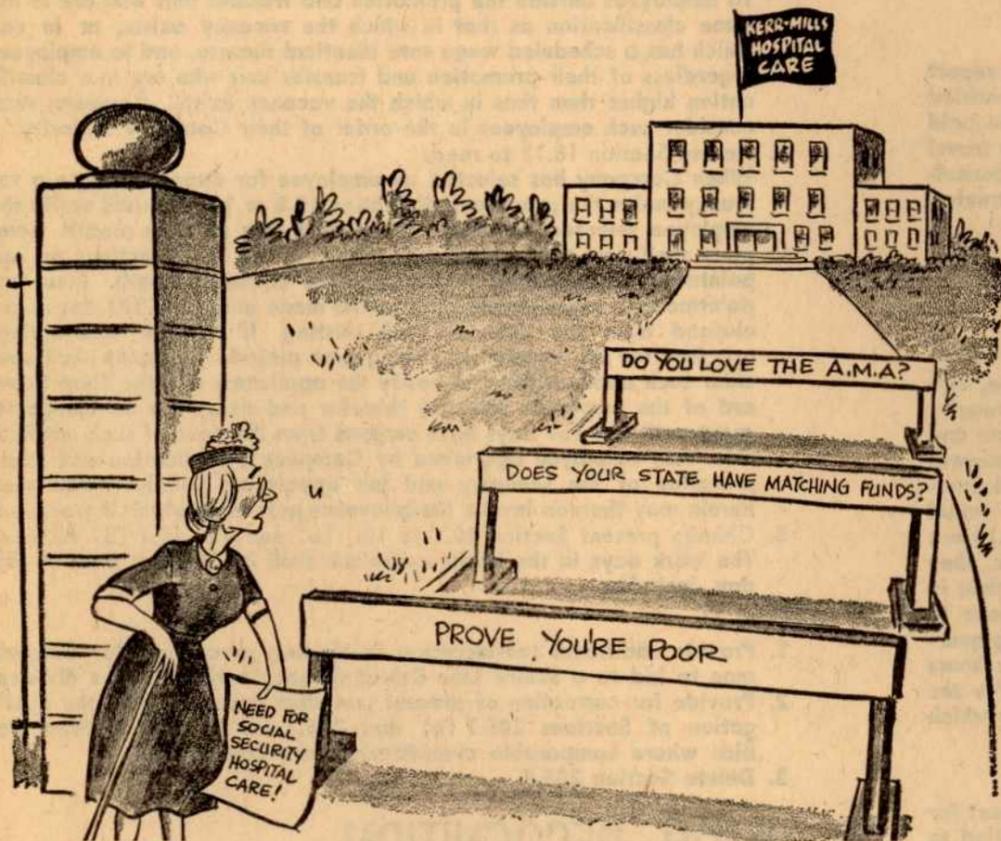
This is further illustrated by a closer examination of some of the figures in this report.

For example, the average expenditure per recipient for the country over was \$215.62. This average, however, conceals the range between \$14.18 in Kentucky and \$410.45 in Illinois.

The figures also illustrate the dilemma which obviously confronts state legislatures in adopting programs under Kerr-Mills. The dilemma is whether their program should provide broad and liberal benefits for a few people or restricted benefits for a great many. The neighboring states of Illinois and Kentucky cited above also illustrate this point. While the average expenditure in Kentucky was only \$14.18, 2,306 people in Kentucky received aid. On the other hand, with a high average per expenditure (\$410.45) in Illinois, that populous and wealthy state extended aid to only 604 people during the month. So one in every 127 of Kentucky's elderly citizens received aid, but only one in every 1600 was helped in Illinois.

There are still only 25 states and 3 territories having programs of medical assistance for the aged operating under Kerr-Mills. Only three states (New Jersey, South Dakota and Wyoming) during the current sessions of the state legislatures have adopted programs. None has yet submitted an actual plan of operation.

To the Admitting Room



Enlightened M.D.'s Support Medicare

WASHINGTON, May 7—Doctors openly supporting the Administration's proposal to finance hospital care for older Americans through Social Security were praised today as "men of high courage who represent the best ideals of American medicine."

Members of the national Physicians' Committee for Health Care through Social Security met here this past weekend to plan their participation in a campaign to mobilize public and professional support for Congressional enactment of the "medicare" bill this year. They reaffirmed their conviction that "it should be made available to America's aged—in the interests of both their health and their economic security." The doctors' powerful professional organization—the American Medical Association—is the principal opponent of the bill.

Former Rhode Island Congressman Aime J. Forand, President of the National Council of Senior Citizens, announced he is asking the 1,500,000 members of his organization to send letters of encouragement to local doctors who openly support the program.

"It takes high courage for a doctor to oppose the AMA—for the medical monopoly has always been bitter and relentless against those who would protest the edicts of the controlling hierarchy," said Forand. "Through its powerful influence over the State medical societies and measures which these societies and their members control—such as professional ostracism, loss of hospital appointments and decline in numbers of patient referrals and consultations—organized medicine can make life very difficult for doctors who oppose the controlling group."

Forand said that though doctors supporting the President's proposals included some of the most famous names in American medicine, they had been branded—along with all others who support the program—as "quacks and Charlatans" in a speech by Dr. Edward R. Annis, president-elect of the AMA.

"Older Americans are shocked and dismayed by the campaign of untruths and distortion being waged by the AMA and some segments of the medical profession against the current legislative proposals to provide the aged with some protection against the staggering costs of major illness," said Forand.

"Many of the nation's older citizens hesitate to seek, and often do not obtain, the health care they need because they fear that their limited incomes cannot cover large hospital bills. Through a program of Social-Security based hospital insurance, this problem can be met."

Forand said that the millions of dollars which

Score AMA Stand

"Organized medicine's frantic campaign to defeat President Kennedy's program to provide hospital care for the elderly under the social security system is not only fundamentally immoral, it's a massive mistake," Thos. L. Pitts, leader of California's organized labor, declared today.

Referring to attacks levelled at the revised King-Anderson bill during the past week by Dr. Edward R. Annis, president-elect of the American Medical Association and by Dr. Samuel Sherman, new president of the California Medical Association, Pitts said:

"The AMA leaders have been detonating one blast after another against the bill yet all they're doing is clearing the ground for its enactment. The bill affords the elderly freedom of choice of doctors and does not involve payment of doctors bills. Yet they've tried to smear it as a 'welfare' measure when in fact it's not. It's a hospitalization insurance program while the Kerr-Mills program they embrace, on the other hand, IS a welfare measure.

"In a series of speeches throughout California last week, Dr. Annis reportedly asserted that 2.5 million of the nation's 17.5 million elderly citizens are on welfare rolls and have no unmet needs. This is a gross deceit and the doctor knows it. Can any voter honestly believe that the aged who are forced to accept general assistance have no unmet needs?"

"The AMA's national spokesman dismissed the remaining 15 million elderly by nothing that 9 million have some form of health insurance and that others are able to provide for themselves. But he failed to mention the gross inadequacy of many such plans.

"The simple truth is that a high cost group like the aged cannot finance their current medical needs out of current income through experience-rated voluntary plans. The Social Security mechanism is essential because it spreads the cost over the working years."

AMA was spending in propaganda was helping to destroy the good doctor image which had existed in America. "The last hope for the best ideals in American medicine lies with these doctors who are not afraid to challenge the AMA hierarchy and speak the truth," Forand added.

The Physicians' Committee supporting health care through Social Security includes a Nobel prize winner in medicine, a recipient of the American Medical Association's Distinguished Service Award, a former President of the American College of Physicians, a world-famous baby doctor, among others prominent in the profession.

Shelley says elderly not to be forgotten



Congressman John F. Shelley

Mr. Speaker, hospital care for the aged is, if we consider the tremendous prosperity and advancements of our country, a provision for our older citizens that is long overdue. It is indeed fitting that we, the leading world power, reflect a high degree of care for those who have labored in our fore in order that we might attain this position. All our achievements are not mere fortune, they represent the cumulative

effort, to a large degree, of our senior citizens who are not to be forgotten assets of our society. In view of the wealth and resourcefulness of this country, we owe our older citizens a moral, if not an actual, obligation to provide them with a sound plan for medical care for the aged.

For these pressing reasons I introduced my bill which is comparable to that of the administration's and will provide the following features: First, all costs of in-patient hospital services for up to 90 days, with the patient paying \$10 a day for the first 9 days and at least \$20, or for those individuals who so elect all such costs for up to 180 days with the patient paying the first 2½ days of average costs, or all such costs for up to 45 days; second, all costs of care in skilled nursing homes facilities affiliated with hospitals for up to at least 180 days after transfer of the patient from a hospital; third, all costs above the first \$20 for hospital out-patient diagnostic services; and, fourth, all costs of up to 240 home health care visits in any one calendar year by community visiting nurses and physical therapists.

All of this can be provided by the time-tested method of distributing the benefits through the social security system.

The costs will be borne, since it is financed nationally, by a nominal rate of one-quarter of 1 per cent of what has been contributed by the employer and the employee. In addition the maximum taxable wage base will be raised from \$4,800 to \$5,200. My bill has the additional merit of being part of an actuarially sound system of social security that is administered in the hands of a competent agency.

HERE ARE DETAILS OF PROPOSALS

Company Proposals . . .

(Continued from Page 1)

(2) on non-work days or on holidays they shall be paid overtime compensation for actual work time and for travel time in connection therewith. For the purpose of this Section prearranged work is deemed to be work for which advance notice of at least fifteen (15) hours has been given. The maximum time for which travel time in any one direction shall be paid under the provisions of this Section shall be one-half (1/2) hour.

Section 208.14

Amend to read: If an employee is instructed by his supervisor to report for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such work is cancelled, the employee shall be paid overtime compensation for a minimum of two (2) hours, inclusive of any travel time as provided for in Section 208.12, if he is not given notice of the cancellation of such work at least fifteen (15) hours before the time he is instructed to report.

TITLE 308. OVERTIME

Section 308.8

Amend to read: When, at the request of the supervisor in charge, employees report for prearranged work (1) on work days outside of their regular work hours, they shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employees continue to work into or beyond regular work hours they shall be paid overtime compensation only for travel time from their living quarters and for actual work time up to regular work hours unless the provisions of Section 308.14 are applicable; (2) on non-work days outside of their regular work hours, they shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employees continue to work into or beyond regular work hours, travel time only from their living quarters shall be paid for; and (3) on non-work days during regular work hours they shall be paid overtime compensation only for actual work time. For the purpose of this Section prearranged work shall be deemed to be work for which advance notice of at least fifteen (15) hours has been given.

Section 308.11

Amend to read: If an employee is instructed by his supervisor to report for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such work is cancelled, the employee shall be paid overtime compensation for a minimum of two (2) hours, inclusive of any travel time as provided in Section 308.8, if he is not given notice of the cancellation of such work at least fifteen (15) hours before the time he is instructed to report.

TITLE 600. JOB DEFINITIONS AND LINES OF PROGRESSION

Roving Operator

Amend the job definition of Roving Operators to state that: "He shall live within the area in which the plants to which he is assigned are located."

Hydro Clerks

Establish the classifications of Senior Hydro Clerk, First Hydro Clerk and Routine Hydro Clerk and eliminate the classification of Quartermaster.

EXHIBIT X SCHEDULE OF WAGE RATES

Transfer the classifications of Power Surveyor and Complaint Inspector to Exhibit F of the Clerical Agreement dated July 1, 1953.

ITEMS FOR DISCUSSION

1. Presently the Company and Union do not agree with respect to establishing the workweek of Communication Technicians on a Tuesday through Saturday work schedule. Without prejudicing the position of either party, Company wishes to discuss this issue in an attempt to arrive at an understanding.
2. The Department of Pipe Line Operations is presently encountering some difficulties in permitting shift employees to exchange shifts under the provisions of Section 202.24 without the penalty of overtime compensation when the exchange results in a short change. Company wishes to clarify the meaning of Section 202.24.

Proposed Revisions of Sections of the Clerical Agreement
Dated July 1, 1953

EXHIBIT F STANDARD WAGE RATES

Add the classifications of Power Surveyor and Complaint Inspector.

ITEMS FOR DISCUSSION

Section 13.3 (b)

There is some misunderstanding with respect to the meaning of the words "more than one day" as used in this Section. Company wishes to clarify this matter.

Union Proposals . . .

(Continued from Page 1)

classification as that in which the vacancy exists and in classifications which are higher thereto in the normal line of progression. Company shall consider such employees in the order of their Company seniority.

3. Amend present Section 18.8 (b) to read:

To employees outside the promotion and transfer unit who are in the same classification as that in which the vacancy exists, or in one which has a scheduled wage rate identical thereto, and to employees regardless of their promotion and transfer unit who are in a classification higher than that in which the vacancy exists. Company shall consider such employees in the order of their Company seniority.

4. Amend Section 18.12 to read:

When Company has selected an employee for appointment to a vacancy under the provisions of Section 18.8 or 19.7, it shall notify the employee selected therefor. On the fifth day of each month, Company shall post throughout its system a list of the selections for appointment to vacancies in the previous calendar month. Final appointment to any vacancy shall not be made until ten (10) days have elapsed from the date of such posting. If transfer applications are filed for the vacant job during such period. Company shall consider such applications and notify the applicants and the Shop Steward of the employee selected therefor and delay the final appointment until five (5) days have elapsed from the date of such notification. Any employee aggrieved by Company's application and interpretation of the seniority and job appointing policies established herein may thereon invoke the grievance procedure of this Agreement.

5. Change present Section 10.1 to 10.1 (a) and add 10.1 (b) to read: The work days in the basic workweek shall be Monday through Friday, inclusive.

C. Physical

1. Provide additional consideration in bidding procedures for Groundman to bid to a Senior Line Driver vacancy within his own division.
2. Provide for correction of present inequities resulting from the application of Sections 205.7 (a) and 205.7 (c) to interdepartmental bids where comparable classifications are concerned.
3. Delete Section 205.8.

III. UNION RECOGNITION

A. Grievance Procedure

1. Amend Section 9.2 to read:

An additional Joint Grievance Committee consisting of four (4) members to be appointed by Company and four (4) members to be appointed by Union shall be established for the processing of grievances of employees in Company's Central Accounting Department and Central Customers' Accounts Department. (The rest of this Section is to remain the same.)

2. Provide forfeiture for party failing to abide by the time limits provided in the grievance procedure.

B. Improve Union Security provisions.

IV. EMPLOYEE BENEFIT PROGRAM

- A. Provide full payment by Company of hospital and medical insurance premiums for employees (including those retired) and their dependents.

V. WAGE AND SUPPLEMENTAL PAYMENTS

- A. Provide a substantial wage increase for all employees covered by the collective bargaining Agreements.
- B. Increase shift premiums to 11c and 15c.
- C. Provide a premium of 10% for Sunday work which is part of a regular schedule.
- D. Provide a premium of 5% of the basic weekly wage for each workweek in which the scheduled days off are not consecutive.
- E. Establish 4% step increments as a substitute for the 2 1/2% wage increment in Title 13 (Clerical) and Titles 204 and 304 (Physical).
- F. Provide a job definition, wage rate, line of progression and standards of qualification for a classification or classification necessary for operation of equipment and carrying out the work functions involved in non-destructive testing procedures.
- G. Company shall furnish all tools, equipment and protective clothing required by job conditions.
- H. Provide an agreed procedure for job ratings and wage determinations for jobs covered under the Clerical certification.
- I. Discuss problems relating to work assignments on overlapping duties in job classifications, the general problem of work assignments and wage relationships in order to clarify jurisdiction and/or determining adjustments to wage rates in the following work groups:
 1. Warehouse
 2. Electric Meter Department
 3. Water Department
 4. Service Employees
 5. Substation Operators
Hydro Operators
Pressure Operators
Distribution Operators
Division Operators
Power Plant Operators
 6. Steam Maintenance Employees
 7. Gas Department classifications performing Underground Electric functions
 8. Technicians — Communication, Electrical, Control and Instrument Repairman
 9. Subforeman classifications

The proposals as submitted apply to both collective bargaining Agreements unless otherwise indicated.

Our Committee will consider the term of the Agreements in connection with the results of our bargaining sessions.