

Ask School Principals 11 Scholarships Offered To Your Children

Eleven \$500 scholarships are being offered this year in the 14th Annual Scholarship Competition sponsored by the California Labor Federation, AFL-CIO, for 1964 graduates of public or private high schools in California. Thos. L. Pitts, the Federation's secretary-treasurer announced today.

In addition to the \$500 awards, the 1964 winners will be invited to attend, expense free, the Federation's biennial convention to receive their awards. This year's convention will be held in San Francisco the week of August 17.

"This is the largest number of scholarships offered since organized labor's statewide scholarship competition was initiated in 1951," Pitts said.

In letters dispatched to 826 high schools throughout the state, Pitts asked the principals to publicize the contest in every way possible such as posting the Federation's announcement brochure on bulletin boards, making classroom and assembly announcements or suggesting stories in student newspapers.

The deadline for the return of application forms, with a transcript of the student's record attached, is April 13, 1964.

Eight of the 11 scholarships in this year's competition are being made available in cooperation with the following affiliates of the Federation:

Los Angeles Building and Construction Trades Council (two scholarships, one of which is to be known as the "Lloyd A. Mashburn Memorial Scholarship"); the California Legislative Board of the Brotherhood of Railroad Trainmen; the California State Council of Carpenters; the Carpenters Ladies Auxiliary, California State Council; the California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; the Los Angeles County District Council of Carpenters; and the Painters' District Council 36 of Los Angeles. The Painters' scholarship is to be known as the "Roderick Mackenzie Scholarship Award."

The two-hour scholarship examination will be designed to explore the student's knowledge and understanding of labor and industrial problems and to provide a basis for judging the student's ability to convey "his factual knowledge

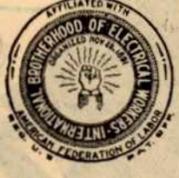
School Named In Member's Honor

A high school in Hinkley has been renamed in honor of William J. Ingels, Local 1245 member and trustee on the board of education until his death January 2nd. Renaming of the Grandview School took place after petitions with hundreds of signatures were presented to the board, reports Wally Kreusch of Unit 1311, Barstow.

The William J. Ingels School remains as a fitting tribute to a man dedicated to education.

and comprehension of past and present social and economic conditions affecting labor and management."

The brochures enclosed with
(Continued on Page 7)



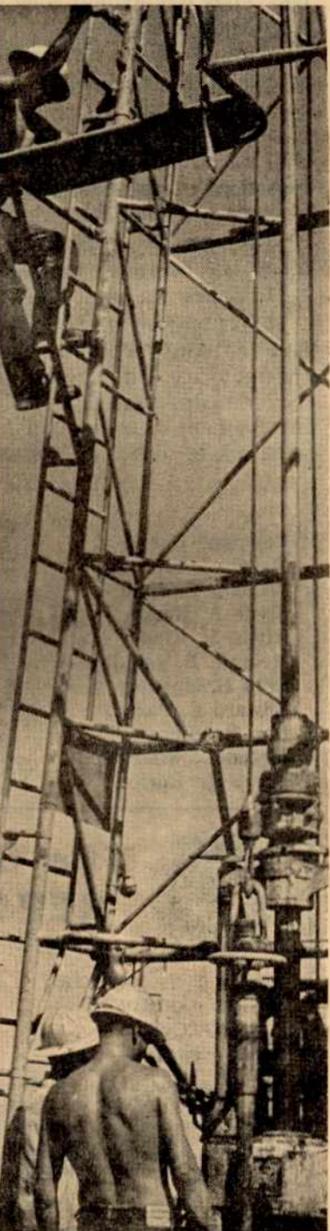
Utility Reporter

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

VOL. XI — No. 9 OAKLAND, CALIFORNIA JANUARY, 1964



President Thomas, in behalf of the Executive Board, accepts a plaque given Business Manager Ronald T. Weakley by the Sindicato de Luz y Fuerza on the occasion of their 20th Anniversary in Argentina. Members of the Executive Board pictured are, left to right: Frank Anderson, Northern Area; Andy Clayton, Central Area; Albert Callahan, Southern Area; Tony Boker, Member-at-Large; Business Manager Weakley; President Leland Thomas Jr., Vice President Marvin C. Brooks, Recording Secretary Henry B. Lucas; and Treasurer James Lydon.



U.S.B.R. drill crews are shown at work on the San Luis Dam last summer.

Pension Committee Reports On PG&E Negotiations

On November 1, 1963, the Pension Negotiating Committee submitted proposals designed to provide improvements in the PG&E Retirement Plan and the Savings Fund Plan. Union's proposals, which have been available for review at the Unit meetings, are under discussion between the parties and both sides have exchanged counter proposals. Two meetings have been held to date and at press time, another meeting was scheduled.

The Holiday Season and the complex financial aspects of the subject matter have slowed progress toward an early agreement.

Union's Committee, consisting of Vera LaBelle, John Zapian, Wayne Weaver, Assistant Business Manager L. L. Mitchell and Business Manager Ronald T. Weakley, finds that efforts toward major revisions in the Plans are being met by considerable resistance on the part of the Company.

Management asserts that in general, its combination of pension and savings provisions compare favorably in the industry and that while it is willing to negotiate improvements in certain areas of Union's initial proposals, it is unwilling to make major revisions during this Contract opening.

Union has made considerable effort to seek an area of accord which could bring the parties closer to a tentative settlement. Union believes that while the current Plans will provide good coverage for those who will benefit by the major changes negotiated in 1954 and 1959, there are many whose available pensions have not been and will not be adequate to meet what Union believes to be a satisfactory level of income to live in dignity and reasonable comfort.

Further information will be made available to the membership as soon as the Committee can submit a more comprehensive report on the results of the current bargaining sessions.

**YOUR
Business Manager's
COLUMN**

PG&E Agreements To Be Ready In February

Checkoff Gained With U.S.B.R.

By M. A. WALTERS

Effective with the first payroll period in February, Local 1245 members employed by the United States Bureau of Reclamation may have their Union dues withheld from their pay if they so desire. A recently negotiated agreement between the Bureau and Local 1245 provides that the Bureau shall deduct Union dues for those employees who voluntarily authorize such deductions on a standard allotment form. The agreement also makes provisions for the Union to certify the amount of dues to be deducted to the Bureau and allows for changes in the amount certified without employees having to resign allotment forms. Employees may cancel their authorizations twice a year on either March 1st or September 1st.

The basis for the negotiations leading to this agreement arose from our late President John F. Kennedy's Executive Order 10988 which granted collective bargaining rights to Federal employees and included checkoff of Union dues as one of these rights.

EXCLUSIVE RECOGNITION APPEARS NEAR

On May 14, 1963, Local Union 1245 submitted a petition under the provisions of Executive Order 10988 seeking recognition as the exclusive representative for all hourly employees in Region 2 of the Bureau of Reclamation. Sup-

porting this petition were authorization cards signed by a majority of the employees in the bargaining unit. This petition was forwarded to the Department of Interior Office in Washington, D.C. and for one reason or another, it was not acted upon until early in January. In this action, Region 2 was given the authority to grant Local 1245 exclusive recognition, but was instructed to obtain satisfactory evidence that a majority of the hourly employees still desired to be represented by Local 1245, I.B.E.W., because of the time lag involved. To this end, the Union immediately undertook to have authorization cards resigned and early response has been very satisfactory.

1963 was a disappointing year in many respects and the need for answers to many of our problems is still with us in 1964. Our country is in trouble and very serious trouble it is. The problems of unemployment, poverty and civil rights plague us with more complications arising each day because the answers to these problems are delayed.

We in the labor movement cannot solve these problems alone. Neither, in the broad sense, can they be solved through the collective bargaining process, even where we deal with employers who are willing to try. We can, of course, do something for those who have a job and work under the protective banner of our Union.

In this sense, 1963 was a good year. Through the process of collective bargaining, job security was strengthened, and monetary gains, through wage improvement and fringe benefits delivered by our efforts at the bargaining table, were good.

The record will show, when viewed by any reasonable standards, that we did well in 1963 and the picture for 1964 looks equally good in regard to wages as we stack up our position with that of Unions on

(Continued on Page 2)

Your Business Manager's Column

By RONALD T. WEAKLEY

(Continued from Page 1) other properties and in other basic industries. The fringe benefits in our closed contracts are, for the most part, self-compounding and show up pretty well by usual comparison.

On those properties where we are presently bargaining or will bargain in 1964, the prospects look reasonably good for peaceful and acceptable settlements because basic wage patterns have already been established on our major properties and will form a beginning point for those who sit across the bargaining tables.

Special areas of need arise in each group for which we bargain and these areas will receive special attention beyond the basic wage question.

Turning from the bargaining picture, let us look at some of the day-to-day problems our members face on the job and how the remedial process—the grievance procedure—is operating or not operating.

Looking at all of the properties where we have jurisdiction, it appears that in only two situations do we have serious problems concerning the grievance procedure. Both of these employer groups are senior in terms of a history of relationship with Local 1245.

On one property, the main problems seem to stem from a very rapid growth factor. Whenever a company expands its operations and at the same time seeks to increase its efficiency, there are some changes made which are often subject to natural resistance.

People generally resist change. On top of that, when changes are made, they are sometimes made in an arbitrary manner which is not necessarily consistent with proper application of the employer's right to manage. When this occurs, relief is sought by the employees through the use of the grievance procedure. Both sides in a situation such as the foregoing, can easily slip into a contest over rights which could bring about a feud, rather than the use of mutual efforts to solve the problems of growth.

We shall be engaged in collective bargaining with this employer this year and I hope that the first order of business at the bargaining table will be to review the basic responsibilities of the parties as set forth in the first couple of pages of our current Agreement.

The other situation I refer to involves a company which is one of the largest of its kind in the Nation and which, due to its very size, has communication problems. As a Union which services the employees of this company, we are well aware of the size factor as it affects communication.

The grievance procedure on this property is not working properly in that somehow the proper efforts which should be applied at the lower levels of the procedure to settle cases appear to be lacking in many instances.

At the top level of the grievance procedure, the responsible parties are seriously concerned over what seems to be a breakdown in communication between the job level and the top

level people involved in the process.

A sharp rise in the number of cases reaching the top, along with a backlog of cases already at the top, creates a situation where more time must be allocated by top level people to the settlement of these cases. More time is being, and will be allocated to this endeavor but as this is done, we must look at why so many cases arise and why so many of them are not settled at the lower steps of the procedure.

It has been suggested that changing work methods, efforts toward increased production, and other company-directed moves are rocking the boat. It has also been suggested that "technicalities are being pursued by those who represent both sides at the job level and that perhaps this is designed by those who direct policy from higher levels of authority.

So far as the Union is concerned, there has been no policy directive set forth to disturb the philosophy that cases should be settled, not won or lost like athletic contests. We are advised by management that no such disturbing directive has emanated from the executive level of the company.

There will always be those on the company side who say, "Let's go ahead and do it, and if they don't like it, let them file a grievance." This may be a technically proper procedure in some cases, but it's a heck of a way to handle a human relationship problem.

On the other side, we shall always have with us some people on the job who wait for a boss to get into a gray area involving the contract and then stab him with a hot grievance, more for the fun of making a fool of him or getting even with him, than using the grievance procedure as a format for achieving industrial justice tempered with common sense.

We have long term contracts in force with this company and if there ever was or will be a time to shake down those contracts into a semblance of mutual understanding and proper application of their provisions, it is now.

Communication must be improved. Education must be stepped up. Common sense, fair play, proper respect for the rights of each party and a bit of the old give and take in the gray areas of our contracts, should be part of the message from those who seek to communicate and to educate.

We pledge our best efforts in this direction and we should be able to provide some improvement so long as the employer moves equally with us in seeking badly needed corrective measures in this growing area of conflict.

All of those who labored over the years to hammer out our contracts did not expend thousands of man hours to build stockpiles of language weapons for two armies to fight each other with. The goal of those who negotiated our contracts was to provide guides to peaceful and honorable settlement of differences between individuals and groups of individuals who must work together on the job.

Those who presently admin-

Welcome!



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

SAN JOAQUIN

Denis W. Dumble
Lonnie E. Hester
Billy Masterson
Robert L. Rhodes

COAST VALLEYS

Michael R. Butler
Robert R. Clark
Harold C. Osborn
David L. Spangler

PIPE LINE OPERATIONS

John M. Spencer

SAN JOSE

Thelma Blaznett
Kenneth M. Brown
Donnie D. Ellis
Noel O. Ellis

STORES

James H. Wilson

EAST BAY

Nazario E. Archuleta
Richard B. Merrifield
Walter G. Skinner

SAN FRANCISCO

Clarence J. Blanchard
John J. Lancleri
Franklin Sturgeon

GENERAL OFFICE

Thelma J. Lofink

STOCKTON

Ola R. Aasen
Donald D. Davis
James A. Fortney
Quinton L. Mayfield

HUMBOLDT

Harold H. Huggler
Donald R. Stewart

SHASTA

Gary W. Beem

SIERRA PACIFIC

Cyril M. Escallier
Elva A. Gill
Jack Larramendy
Russell M. Pradere
Roger W. Taylor
Richard D. Tuttle

NORTH BAY

Joseph R. Patocchi

SACRAMENTO

Dale D. Stykel

U. S. BUREAU OF RECLAMATION

Blondell Groseclose
Lewis G. Wren

CITIZENS UTILITIES

Eddie Bowser
Keith Briand
Gayle J. Dierdorff

Judy Hepburn

Loren D. Love
John L. Martell

Jerry Turk

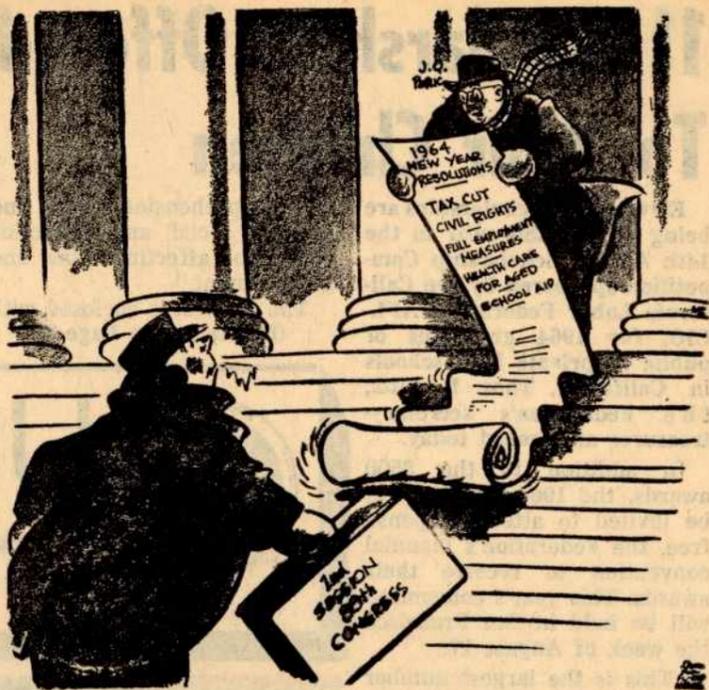
GENERAL CONSTRUCTION

Erwin L. Burke
Richard Bygum
Coyle D. Cofer
Keith E. Cross
Robert B. Day
John D. Deaton
Ronald L. Dickinson
Robert A. Dougan
Paul C. Dumont

ister the contracts in the field and those who have the responsibility and authority to control and direct the actions of field administrators through policy directives must all be involved in the move toward reform or there won't be much reform.

If there isn't reform, the future operation of the grievance procedure could well produce a serious breach in the relations between the governing parties, rather than providing for continued improvement.

Let's Get Started



Happy New Year?

We have had a shattering experience. Only now are we beginning to find words to express the qualities of the man we have lost. His intellectual thoroughness; his humility; his courage; his sense of humor; his drive and sense of history. He is the best of what America has produced. And if we learn from this experience, he will not be the last.

We have had another experience from which we can learn. We have seen old fashioned nationalism at its worst in Panama. What is the sense of developing a love of the flag if we cannot appreciate the love other people develop for their flag?

Whatever role Communists have played in these incidents, we should not forget that the Communists have not created the conditions and climate for such things to happen. They will exploit such situations unless we move to reform those conditions.

We must learn that we can no longer approach current affairs on the basis of raw emotion. We must know, and be calmly rational.

This year we have a unique opportunity to show how well we have learned from experience. This year we elect a President of the United States, one third of a Senate, and a whole House of Representatives.

Democracy cannot work on apathy. Its greatest enemy is ignorance. We must register to vote, and we must vote wisely. In short, we must know the score.

Never forget that those of us in this world who have the right to vote for our representatives in government are in the minority. The success of our democratic experiment is by no means assured. It will take, this year, the responsible involvement of every individual to assure that we can even get back to where we were before November 22nd, 1963.

Raymond Garcia
Marvin L. Gordon
William E. Hale
Clyde A. Hough
Atwin L. King
Melanie B. Lundby
Fred E. Murphy
Edward C. Paisley
Don R. Pinley
Eugene J. Riordan
Trevis L. Rorie

Gerald D. Shotts
Roy M. Soria
William J. Wasik
UTILITY TREE SERVICE
Laurence E. Bestul
Max Hardin
David F. White
DAVEY TREE SURGERY
Terry D. McClanahan
Joseph E. White
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The UTILITY REPORTER



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

Executive Board: Leland Thomas, Jr., Marvin C. Brooks, Henry B. Lucas, Andrew A. Clayton, Albert G. Callahan, Frank S. Anderson, Anthony J. Boker, James M. Lydon.

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

Second Class postage paid at Oakland, California

POSTMASTER: Please send Form 3579, Change of Address, to 1918 Grove St., Oakland 12, California.

Subscription price . . . \$1.20 per year. Single copies, 10 cents

FTC Studies Smoking Report

The Federal Trade Commission has received and will immediately proceed to study and evaluate the Report on Smoking and Health issued today by the Advisory Committee to the Surgeon General of the Public Health Service. As the Report notes, one of the reasons for the establishment of the Advisory Committee was a "request for technical guidance by the Service from the Federal Trade Commission on labeling and advertising of tobacco products."

The Federal Trade Commission has noted the statement of the Surgeon General, Luther L. Terry, that "Out of its long and exhaustive deliberations the Committee has reached the overall judgment that cigarette smoking is a health hazard of sufficient importance in the United States to warrant remedial action."

Because of its responsibility for the prevention of unfair or deceptive labeling and advertising, the Commission has been attentive to developments in this field. Advertising for tobacco products has been and is being carefully monitored and considered. In addition, the tobacco companies were requested recently to submit

all of their current labeling and advertising. A staff task force, composed of attorneys, physicians, and economists, has been engaged in a study of these materials.

The Commission will move promptly, within the scope of its statutory jurisdiction and responsibilities, to determine the remedial action which it should take in the public interest.

Pays to Shop For Credit

A recent issue of the news publication put out by the Berkeley Co-op gives the results of a study of loan costs made by the National Bureau of Economic Research in 1962.

Comparing gross finance charges among these institutions, the study found a range of \$9.13 to \$24.04 per \$100. The breakdown.

Consumer finance companies, \$24.04 per \$100 borrowed for a year.

Sales finance companies, \$15.59 per \$100.

Commercial banks, \$10.04 per -100.

Federal credit unions, \$9.13 per \$100.

\$ Pressures Truth in Packaging

The Association of California Consumers, meeting in its fourth annual convention at the Thunderbird Hotel in Millbrae on Saturday, December 7, 1963, reviewed its past activities and drafted plans for the future in its continuing effort to keep the consumer informed on the quality, quantity and price of the goods and services she purchases and to assure her a meaningful voice before legislative and regulatory bodies.

U.S. Senator Philip A. Hart (Dem., Mich.), chairman of the Senate Subcommittee on Antitrust and Monopoly and author of the Truth-in-Packaging Bill currently pending in Congress, was the convention's keynote speaker. Senator Hart was high in his praise of Mrs. Helen Nelson, California's Consumer Counsel, and those individuals and organizations who had formed and supported the Association of California Consumers. While congratulating California on its leadership in the passage of some of the necessary consumer legislation, thus setting new standards of buyer protection, he contended that the nation-wide scope of many business concerns re-

quired federal legislation in the area of consumer protection.

Citing his own bill as an example, Senator Hart told of the pressures brought to bear on Congress when bills to protect buyers are introduced. Pointing out that "the industries opposing truth in packaging represent a minimum yearly sales of 100 billion dollars—or approximately one-fifth of the gross national product," he stated, "In this case, money is power." He has had three of his scheduled TV appearances cancelled because of protests by advertisers and only three major national magazines have carried factual stories on truth in packaging — HARPER'S, PROGRESSIVE and THE NATION.

Senator Hart stated that this organized and well financed opposition could and would be overcome. Much effort by individuals and by organized consumer groups is needed. The individual can be of great assistance by writing letters to the editor of his local newspaper, by keeping members of Congress, particularly committee members, advised of his support in consumer legisla-

tion, and by discussing consumer problems and legislation in social conversation in order to enlist more allies.

Governor Edmund G. Brown, in his luncheon address to the convention, outlined what he felt were the consumer's fundamental rights:

1. The right to protection against goods hazardous to health or life.

2. The right of protection against false advertising and mislabeling and basic information on rates of interest and package weights.

3. The assurance of quality and service at fair prices and the maintenance of competition.

4. The right to representation in legislative matters relating to consumer interest.

Governor Brown stated that "the price of credit" was "by far the most important" of the areas in which legislative action was needed to correct consumer problems. "How many innocent borrowers know they are paying 30 per cent interest on a small loan?" he asked.

Supporting his 1959 request to the Legislature for the establishment of the Office of Consumer Counsel, the Governor noted, "Some business spokesmen have been quick to attack our Consumer Counsel operation, but are often very slow to take corrective action of their own." Citing chapter and verse to support his claim, he stated that consumer legislation had not hurt business and that "If there is any imbalance in the marketplace, there is nothing to indicate that the balance has swung in favor of the consumer" and "If anything, there is plenty of evidence in the other direction." The Governor asked California businessmen for improved cooperation and understanding in efforts to protect the rights of consumers and noted, "There is not a businessman in California who would not insist on all of our consumer rights in his own business operations."

Other convention speakers were Assemblyman John Francis Foran (Dem., S.F.), author of the 1963 legislation outlawing deficiency judgments, and Gerald N. Hill, housing expert and Executive Director of the Governor's Commission on Housing Problems. Assemblyman Foran reviewed activities of the State Legislature and called for extension of his deficiency judgments bill to automobile financing, for legislation outlawing referral selling and for truth in lending legislation. Mr. Hill reported the findings of the Governor's Commission and pointed out that there is great need for housing in the low and middle income levels. He also claimed that the increased cost of housing came primarily from land speculation and higher costs of financing. Construction costs including labor only accounted for a small part of the increased costs of housing.

Attending the convention representing Local 1245 were Assistant Business Manager M. A. Walters and Executive Board Member Anthony Boker.

In Memoriam

GEORGE L. WHITE, an Electrician from De Sabla Division, died January 13, 1964. Brother White was initiated into the I.B.E.W. on May 1, 1942.

JAMES G. CANTRELL, a member of the I.B.E.W. since November 1, 1952, passed away on September 20, 1963. Brother Cantrell had been an employee in General Construction and retired on July 1, 1962.

ANTHONY GALATI, a Laborer in General Construction, died on November 5, 1963. Brother Galati was initiated into the I.B.E.W. on January 1, 1948.

JOHN A. MACHADO, a Welder in General Construction, passed away on January 9, 1964. Brother Machado had been initiated into the I.B.E.W. on January 9, 1949.

LESTER BRIDGES, an employee in the Pipe Line Operations Department, died on November 5, 1963. Brother Bridges had been a member of the I.B.E.W. since his initiation on December 1, 1954.

WILLIAM J. INGELS, an employee in the Pipe Line Operations Department, passed away on January 2, 1964. Brother Ingels was initiated into the I.B.E.W. on May 1, 1952.

FREEMAN A. TABER, a Helper from San Joaquin Division, died October 31, 1963. Brother Taber was initiated into the I.B.E.W. on December 1, 1953.

WILBER M. GOWANS, an Apprentice Fitter from San Jose Division, died on January 12, 1964. Brother Gowans was initiated into the I.B.E.W. on July 1, 1960.

WILLIS WILLIAMS, a Troublemaker from San Jose Division, passed away on November 2, 1963. Brother Williams had been initiated into the I.B.E.W. on October 1, 1954, and had retired on July 1, 1956.

JOHN T. MASON, a member of the I.B.E.W. since his initiation on September 22, 1958, died in Florida on December 10, 1963.

Consumer News ... and Views

TV Rating Co. Charged by FTC

Nielsen Ratings, the "magic" numbers which have held life and death power over some of the best television programs, have now been charged with monopolizing the rating field. The validity of these ratings has already been challenged, and now the Federal Trade Commission has moved to eliminate A. C. Nielsen Co.'s restraint of trade.

The FTC complaint charges that since 1946, Nielsen has restrained trade in the production and sale of reports and ratings measuring national radio and television audiences and has achieved a monopoly of this market through its unlawful conduct. In 1961, Nielsen controlled more than 90 per cent of the market.

Nielsen, the complaint goes on, monopolized the market by absorbing competitors, controlling patents on measurement devices placed on receivers, and coercing potential competitors into not developing new measurement devices.

Nielsen Ratings significantly affect an estimated \$805 million spent on network TV commercials.

In order to settle the complaint, and not as any admission that it has broken the law, Nielsen has agreed to make licenses available to applicants, and to halt its other anticompetitive activities.

RETIRED MEMBERS

October 1, 1963
Stella Fiedler—Citizens Utilities Company of California.

November 30, 1963
T. J. Brandon—City of Berkeley.

December 1, 1963
Ted L. Keppler—Coast Valleys Division.
Elvis E. Trammell—Coast Valleys Division.

December 31, 1963
Frank Furtado—Humboldt Division.
Richard J. Saunderson—

Humboldt Division.
Ronald V. Stockhoff—Humboldt Division.
Edward G. Minaker—North Bay Division.
January 1, 1964
Anthony Pierce—East Bay Division.
John P. O'Connor—Sacramento Division.
Alex Bier—San Joaquin Division.
March 1, 1964
Clarence Elder—Pipe Line Operations.

How the Rumford Fair

The Rumford Fair Housing Law is currently being attacked by certain real estate bodies who wish to see the measure put on the ballot in the hopes it will be repealed. Since this controversy seems to be raising much heat but little light, the following questions and answers are reprinted in order to contribute to a more knowledgeable discussion of equal opportunity in housing.

What is the California Fair Housing Act?

It is the law against discrimination in housing. It declares that discrimination because of race, color, religion, national origin, or ancestry in housing accommodations is against public policy in California. It forbids such discrimination in the sale, rental, lease, or financing of housing, and establishes methods of preventing and remedying violations.

When did it go into effect?

September 20, 1963.

Who enforces it?

The Fair Employment Practice Commission, staffed by the Division of Fair Employment Practices. They have administered the Fair Employment Practice Act since 1959.

Why was a law needed?

Negroes, Mexican Americans and other ethnic groups have been excluded from many residential areas and in effect restricted to segregated living in ghettos. Serious social ills are the result. California law has recognized the problem since 1959. Provisions of the Unruh and Hawkins acts of that year were incorporated in the Rumford Fair Housing Act. The principal innovation in the Rumford Act was the assignment to FEPC of responsibility for administrative enforcement and for conducting a program of education and affirmative action to eliminate discrimination in housing.

Are there similar laws in other states?

Yes, in Alaska, Colorado, Connecticut, Massachusetts, Minnesota, New Jersey, New York, Oregon and Pennsylvania.

coverage

In California, what portion of the housing market is covered?

About 70 per cent, it is estimated.

What kinds of housing are covered by the Fair Housing Act?

- Public and redevelopment housing;
- Publicly assisted, owner-occupied, single-unit homes;
- Apartments in structures of three or more units;
- All activities of real estate brokers and salesmen;
- Generally, activities of persons or firms engaged in the business of housing or mortgage lending.

What kinds are not covered?

Housing operated by religious, fraternal, or charitable organizations not for profit;
Privately financed, single-family homes and duplexes.

complaints

What is unlawful under the Fair Housing Act?

The law forbids the owners of most housing accommodations, and their agents, to refuse to sell, rent or lease to any person or group of persons because of race, color, religion, national origin, or ancestry.

Banks, mortgage companies, other financial institutions, builders and developers, and others in the business of housing, are similarly forbidden to discriminate.

Suppose tenants or neighbors put pressure on an owner to keep him from complying with the law?

It is unlawful for any person to aid, abet, incite, compel or coerce a discriminatory act. Complaints may be filed against such persons by a landlord or seller.

Ordinarily, who may file a complaint?

A person claiming to be aggrieved, that is, an individual who believes he has been wrongfully refused housing accommodations because of his race, color, religion, national origin, or ancestry.

Does he have to have the proof in his hand?

No, but the more specific he can be about names, places, dates and times, the better. FEPC will make a full investigation in order to ascertain the facts.

How soon after the incident must a person file his complaint?

Within 60 days. If he doesn't learn about the alleged violation until after that, he may be allowed another 60 days in which to file. It is generally to the advantage of all parties, however, if a complaint is filed promptly.

Is there any other legal remedy?

An aggrieved person may choose to retain an attorney and go to court under the Unruh Act. In that case he has a year after the incident to file suit. But if he wants FEPC to handle the matter (without charge) he is required to waive any right to bring such a suit in court.

How does a person file a complaint?

FEPC has offices in Los Angeles, San Diego, San Francisco and Fresno. An individual who is unable to visit them in person may telephone or write a postcard or letter to one of those offices, asking assistance. In many cities, the State Labor Commissioner's office or Employment Service will help refer inquiries to FEPC.

Why file a complaint?

Every Californian has the right to equal opportunity in obtaining housing for which he is qualified. If he is denied such opportunity, it is not only for himself that he should ask FEPC assistance, but for the sake of others, who suffer discrimination and for the good and welfare of the entire state. The law will work only when it is used.

investigation

Who investigates a fair housing case?

The case is first assigned to one of the seven members of the FEP Commission. Under his supervision, a trained staff consultant carries out the investigation.

What is the purpose of the investigation?

The Commissioner must have the facts in order to make a determination. He wants to know exactly what happened. Information must be gathered from all reliable sources.

r Housing Act Works

How do you decide what is discriminatory?

The main test is whether the standards set by the owner, manager, agent, or business firm have been applied equally to all qualified home seekers. If the treatment is different because of race, color, religion, national origin, or ancestry, this is discrimination.

Who decides?

The assigned Commissioner does. If the case goes to public hearing, the decision will be made by a panel of other Commissioners.

May an owner or other respondent be required to give evidence?

The Commission has the power to subpoena witnesses and records, if this respondent does not provide them voluntarily.

Are the respondent's rights protected, as well as those of the complainant?

Yes, it is the duty of the Commission and staff to be fair and objective. Investigation must be prompt, and there are provisions for early dismissal if the evidence does not indicate that the complaint is well founded. (See "legal safeguards.")

conciliation

What happens when there is a finding of probable cause to believe the allegations of the complainant?

The Commissioner immediately endeavors to eliminate the alleged unlawful practice by conference, conciliation, and persuasion.

Suppose no probable cause is found?

The Commissioner must dismiss the complaint. Notice is sent to respondent and complainant, and the latter has 15 days in which he may file an appeal.

What is meant by conciliation?

Efforts to obtain a just and practicable remedy for the person whose rights have been violated, and to correct the unlawful practice, through a negotiated settlement.

Are such negotiations publicized?

The law forbids disclosure of what transpires during endeavors at conciliation.

What are typical terms of conciliation?

In many cases, where the housing accommodation in question is still available, its sale or rental to the complainant may be arranged. If it is not available, a like accommodation, or the next vacancy, may be negotiated. Or there may be a payment of damages to the complainant.

enforcement

Can the Commission prevent the sale or rental of the property while the case is pending?

If there is probable cause for believing that the allegations of unlawful discrimination are true, the Commission may obtain a court injunction to prevent disposition of the property until a determination is made.

If the respondent refuses to agree to a settlement, what can the Commissioner do?

Serve the respondent with a written accusation requiring him to answer the charges at a public hearing. The hearing panel considers the evidence anew, makes findings of fact, and, if appropriate, issues an order requiring corrective action. If it finds no violation of the law, it dismisses the case.

Who conducts such a hearing?

A panel of Commissioners, not including the assigned Commissioner who filed the accusation. The latter may not participate as a witness concerning the facts.

Are there legal safeguards?

The California Administrative Procedure Act assures all parties due process of law. Questions of law are referred to an authorized hearing officer, and any party to whose position an order is adverse has the right to appeal.

What is the outcome if the Commission decides there was discrimination?

The respondent will be ordered to cease and desist from the unlawful practices found and to take one of the following actions as determined by the Commission:

1. Sale or rental of the housing accommodation to the aggrieved person, if it is still available.
2. Sale or rental of a like accommodation, if available, or the next vacancy in a like accommodation.
3. Payment of damages to the aggrieved person in an amount not to exceed \$500.

affirmative action

Is the Commission limited to processing complaints?

No, it conducts programs of education and affirmative action designed to promote good will and minimize or eliminate discrimination. It studies problems of discrimination and fosters good will, cooperation and conciliation among the groups and elements of the population of California.

What is affirmative action?

A program seeking the voluntary cooperation of such groups as property owners, public agencies, real estate brokers and associations, builders and developers, mortgage and financing companies, and others in the business of housing. By counseling them as to methods of applying equal standards, and by agreements concerning equal access to housing accommodations, the Commission seeks broad observance of fair practices.

Can others help in carrying out provisions of the law?

Community organizations, religious groups, and citizens generally can contribute to the programs of education and affirmative action. Anyone who learns of apparent violations of the law should inform FEPC so that appropriate action may be taken. Those who agree with the spirit of the law should make this known in their communities, especially to those in the business of housing.

How does the Commission tell people about equal opportunity?

It publishes a newsletter and other publications and utilizes news media to release information concerning the law and FEPC activities. Other methods include posters, exhibits, broadcasts, conferences and a speaker service.

What is the ultimate objective of the Commission's program?

The elimination of discrimination in employment and housing in California because of race, color, religion, national origin, or ancestry, and the establishment of equal opportunity for all Californians.

Where can more information about the law and about FEPC be obtained?

By visiting, phoning or writing FEPC—
San Francisco—P.O. Box 603, 455 Golden Gate Avenue (phone UNderhill 1-8700, extension 3167).
Los Angeles—107 South Broadway (phone MAdison 0-2610).
Fresno—State Office Building, 2550 Mariposa St. (phone AMherst 8-7151, extension 276).
San Diego—State Office Building, 1350 Front Street (phone 232-4361, extension 285).

Standby Workman Clarified by Div. of Industrial Safety

At a recent meeting in Los Angeles, representatives of the Electrical Section of the Division of Industrial Safety of the State of California met with representatives of the various California Electric Utilities, both publicly and privately owned, and representatives of the I.B.E.W. Local Unions representing employees of these Utilities. Mr. E. L. Carlton, Chief Engineer of the Electrical Section, opened the meeting by stating that the meeting had been called because the Division of Industrial Safety had received several questions from the Unions regarding qualified employees and standby workmen and that in recent weeks, he and members of his staff had observed two things which were not in accord with the provisions of the Electrical Safety Orders of the Division of Industrial Safety. These were:

1. Both employees working at the same time.
2. One man on the pole and the observer on the ground.

Mr. Carlton then read Mr. George Sherman's letter of June 13, 1963, addressed to Ronald T. Weakley, Business Manager of Local 1245, and stated that this was the Division of Industrial Safety's official position (a copy of this letter is reprinted on this page.) After reading the letter, Mr. Carlton reiterated that the standby workman was to be in close proximity to the work in progress and was to perform no work.

Attending this meeting on behalf of Local 1245 were Safety Consultant Sam L. Casalina and Assistant Business Manager M. A. Walters, who was selected as the Union spokesman by the I.B.E.W. representatives in attendance.

NEW STEWARDS

The following Shop Stewards were appointed during November:

DAVEY TREE SURGERY COMPANY, LTD.

Billy Wayne Sivils

PACIFIC GAS & ELECTRIC COMPANY

Robert T. Gault

Central Stores

Martin V. Girotti

Coast Valleys Division

Cleve O. Bowman

Drum Division

Ed G. Coulter

East Bay Division

Barbara Desjardins

North Bay Division

Bert McSwain

San Joaquin Division

Woodrow W. Soulliere

North Bay Division

SIERRA PACIFIC POWER COMPANY:

Walter F. Bettencourt

The following Shop Stewards were appointed during Dec.:

PACIFIC GAS & ELECTRIC COMPANY:

Robert W. Darling, East Bay

Division; C. A. Christofferson,

General Construction; David

Steele, General Construction;

Richard H. Camarri, San Francisco

Division; Wilma A. Sharp,

San Joaquin Division; Joseph

F. Mirro, San Jose Division.

SACRAMENTO MUNICIPAL

UTILITY DISTRICT:

Buford Bergin

Richard L. Daugherty

Trulyn G. Dillon

William C. Dunbar

Donald F. Leipski

Victor I. Mitchell

SIERRA PACIFIC POWER

COMPANY, RENO:

David P. Dakon

SOHNER TREE SERVICE,

INC.:

Robert D. Fraser

David T. Woeller

STATE OF CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS DIVISION OF INDUSTRIAL SAFETY

June 13, 1963

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245

Gentlemen:

The material and questions attached to your letter of May 17, 1963, have been carefully studied by the staff of the Electrical Section, since these are questions affecting statewide interpretation of the Electrical Safety Orders.

Your first question was, "Are qualified employees as used in Section 2604 (h) and qualified person as defined in Section 2300 (a) (52) synonymous?"

The 1963 edition of the Electrical Safety Orders under Section 2300 (a) (53) defines a qualified person as "one familiar with the construction or operation of the apparatus and the hazards involved." This is a general definition and could apply to the operator of the equipment, or to the person constructing or maintaining the equipment or installation.

Section 2604 (h) is a more specific definition and applies to persons working on high-voltage lines.

In answer to your question, the person referred to as a qualified employee in Section 2300 (a) (53) and Section 2604 (h) could be the same person.

Your second question is, "What is necessary for a person to become familiar with the construction or operation of high-voltage lines and the hazards involved?" You have submitted that, "It is our belief that this can only be obtained through extensive training and experience, that is by serving an apprenticeship, and therefore that an individual could not be considered a qualified employee until he has become a journeyman by completing his apprenticeship."

We would agree that for a person to become familiar with the construction or operation of high-voltage lines and the hazards involved that this can only be obtained through extensive training and experience.

This does not necessarily mean that the only persons who can be considered as qualified employees are those who have served an apprenticeship and have been given the title of journeyman. Serving an apprenticeship is certainly an acceptable method but could not be considered the only way in which persons could qualify under the definition of "qualified employee."

An apprentice, a learner, or a trainee, or any other job classification the employer may choose to assign to the person while that person is becoming familiar with the construction or operation of high-voltage lines and the hazards involved, must certainly follow a well-defined training program before he could be considered a properly qualified employee to work on overhead high-voltage lines.

This training should include a period during which the employee would probably be working on the ground and would not be exposed to any energized equipment, either high voltage or low voltage. After becoming familiar with the tools and methods of working this person could then be trained by working on de-energized low-voltage lines wherein there would be no exposure to energized equipment. The next phase would probably include working on energized low-voltage lines on the pole. The next phase could consist of working on de-energized high-voltage lines and equipment, with the final phase permitting the employee to work energized high voltage.

Each phase would, of necessity, require close supervision of the employee by properly qualified personnel who would evaluate the progress of the employee before permitting him to advance to the next phase of his training program. Only after a thorough training program involving actual work and study could the employee be considered a qualified employee under the definition of Sections 2300 (a) (53) and 2604 (h).

Your next question was, "Who can be utilized to work on lines and equipment energized in excess of 750 volts under that portion of Section 2604 (h) which reads, 'employees under continuous supervision or instruction of a qualified employee'?"

The Division would agree with your submitted answer that this provision was included in Section 2604 for the purpose of providing a means wherein an employee in training can gain the necessary experience to become a qualified employee. In answering your question "who can be utilized," the apprentice, learner, or trainee in question would have to be that person who has advanced to the stage that he has the necessary training and experience to be permitted to work energized high voltage under continuous supervision or instruction of a qualified employee.

Your next question consisted of two parts: "First, who can be utilized as a standby workman, and second, where must such standby workman be situated when work on lines or equipment energized in excess of 750 volts is being performed?"

A qualified person can act as a standby workman while the second employee is performing work on any energized parts of the line. The standby workman must be on the pole or tower in close proximity with the employee who is performing the work on the energized line. This standby workman is observing for the specific purpose of preventing an accident to the second employee who is actually working on the energized line. The standby workman is not to perform work while he is in the status of a standby observer.

The apprentice learner or trainee who has progressed to the point of being permitted to perform work on energized high-voltage lines under continuous supervision or instruction of a qualified workman can also be assigned as a standby observer for the purpose of preventing an accident to the second employee who would be required to be a qualified person and not a person also in training. This would not require a third person who is a qualified employee to be on the pole or tower to act as the standby observer.

Very truly yours,
/s/ Geo. A. Sherman
George A. Sherman, Chief

Phil Burton Gets Boost From Attorney General

Attorney General Stanley Mosk has endorsed the congressional candidacy of Assemblyman Phillip Burton in the special election to be held in San Francisco's 5th district on February 18, 1964.

In a letter dated January 7, 1964 Attorney General Mosk stated: "I am wholeheartedly in support of your candidacy." The letter went on to praise Burton as a "dynamic assemblyman"

who would be a "constructive congressman." The text of the letter follows in full:
Dear Phil:
I am delighted to learn you are a candidate for Congress to succeed Jack Shelley who so ably represented the Fifth District.

After the years we have worked together in Sacramento on effective legislation for the peo-

ple of our great State, I am wholeheartedly in support of your candidacy. You will be a congressman as you have been a dynamic assemblyman.

My best wishes to you, Phil. I'll be at your dinner on January 30th, and will be in your corner whenever and wherever I can be helpful.

Cordially,
STANLEY MOSK
ATTORNEY GENERAL

The Outdoor Scene

By FRED GOETZ

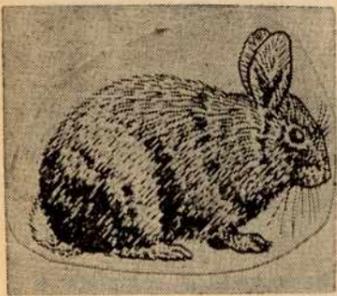
Most popular hunter's target in the U.S. is the rabbit. It is avidly hunted by youngsters and skilled sportsmen alike. Several species of the clan, particularly the jack rabbit, are real speedsters, being second to but one game animal in speed—the antelope.

Curiously, our so-called rabbit is not a rabbit at all. It is a hare. The "true rabbit," native of Europe, has never been introduced to this country for fear of becoming an economic pest, past lessons being learned the hard way from introduction of the starling, and the sparrow.

Although considered a dastardly critter by many farmers, it is, nevertheless, the apple of the field shooter's eye and the cottontail, bless its popular little heart, has the widest range of any American rabbit. It is the most sought after game animal in Illinois, followed by upland game birds.

Typical rabbit cover embraces a wide variety of terrain. Patches of thick brush with wide open spaces in between are usually productive. Hedge rows, swamps, and swales, all piles of brush, should be thoroughly kicked in passing, for they are favorite hiding places.

Here's an illustration of the cottontail, long may his furry banner wave.



Shades of last summer's fishing fun, here's a photo sent in by Thomas C. Ballou of 19886 Road, 24, Madera, California. Tom's dad is Robert C. Ballou, a member of Local 1245 in Madera.

The photo depicts Tom (left)



and his cousin Jim, each holding the largest specimen of a nice trout catch they made from Iron Lake.

Tom's holding up a 15-inch brook trout, Jim, an 18 incher.

* * *

This "fish catching" ability is not limited to the menfolk, not by a long shot. So says William Rippenberger of Chelalis, Washington. Here's a photo of the Missus with a nice stringer of rainbow trout, Kamloops variety, that she nipped from the icy waters of Lake Hi Hium, about 4,900 feet in the rugged high country of British Columbia.

Mrs. Rippenberger caught this bowed-in-the-middle stringer on slow-trolled flatfish.



If you want to get the most out of your bird hunting this season, take a boy hunting at least one day.

His seemingly foolish questions may bore you; his boyish awkwardness may irritate you; his absent-minded peeking out of the blind cover may scare away a bird or two, but when you see the look in the lad's eyes when he handles his first quail, pheasant or duck, you'll get a thrill of a lifetime and

witness the birth of a man!

* * *

In answer to a question from Clifford Storms, I personally believe it is a good idea to return small fish to the water after being lightly hooked. It is an established fact, a lightly hooked trout that is gently handled and released will, in most instances, survive. In a survey conducted by Dr. Richard B. Miller of Alberta, Canada, it was found that of 151 trout caught—and released—only eight of them died. The casualties were, no doubt, deeply-hooked fish.

Health & Welfare

By EDWIN M. BURR
Consultant on Insurance and Pension Plans

Nursing Home Care May Reduce Rising Health Costs

A wider and more varied use of nursing homes to treat the sick and injured may help stem the rising costs of health care, the Health Insurance Institute reports.

Hospital administrators are studying the idea of hospital-affiliated nursing homes as a means to reduce costs and as a way of avoiding the expansion of expensive hospital facilities.

The insurance business is beginning to take steps toward providing benefits for nursing home care, according to the Institute.

A recently completed study by the business showed that 32 insurance companies offer group or individual plans which provide specific protection against the costs of nursing home care and 46 others participate in State-65 plans which provide this coverage.

In addition, many insurance companies occasionally provide benefits for care in a skilled nursing home as a matter of administrative practice, principally under major and comprehensive medical expense policies, according to the Institute.

ESTIMATED 4¼ MILLION COVERED

Development of benefits for nursing home care is so recent that no complete and conclusive figures on the extent of coverage are available.

But on the basis of government estimates and insurance surveys, it would appear that more than 4.25 million persons had some insurance company protection against the costs of nursing home care by the end of 1962, the Institute said.

Public interest in coverage for nursing home care has been prompted mainly by the expansion of health insurance coverage for the aged in recent years. Analysis of the plans shows that now it is available to persons of all ages.

Nursing home coverage is offered only as part of other forms of protection against the costs of medical care, such as basic hospital-surgical or major medical expense insurance.

Benefits range from \$6 to \$20 a day under group plans and from \$5 to \$26.50 under individual plans. Several plans establish the nursing home benefit at 50 per cent of the hospital room and board maximum benefit. At least one individual major medical plan treats the cost of nursing home care exactly as other medical expenses.

Benefits under the various plans cover a range of from 30 to 200 days of nursing home care per illness or per calendar year.

NURSING HOMES DEFINED

Most of the insurance policies strictly define the type of nursing home for which benefits will be allowed. They require that care be provided for the treatment of, or convalescence from, an illness or injury, that it be medically necessary and that it not be for custodial or residential purposes.

Most also require that confinement in a nursing home be recommended by a physician and that it follow a period of hospitalization.



The 1963 International Labor Press Association conference, held in conjunction with the AFL-CIO Convention in New York was attended by President Leland Thomas Jr., left; Charles A. Price, Business Manager of Local 1049, IBEW; and Ronald T. Weakley, Business Manager of Local 1245.

