



Utility Reporter

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

VOL. XI—No. 10

FEBRUARY, 1964

At Joint Session

Local's Policy Discussed

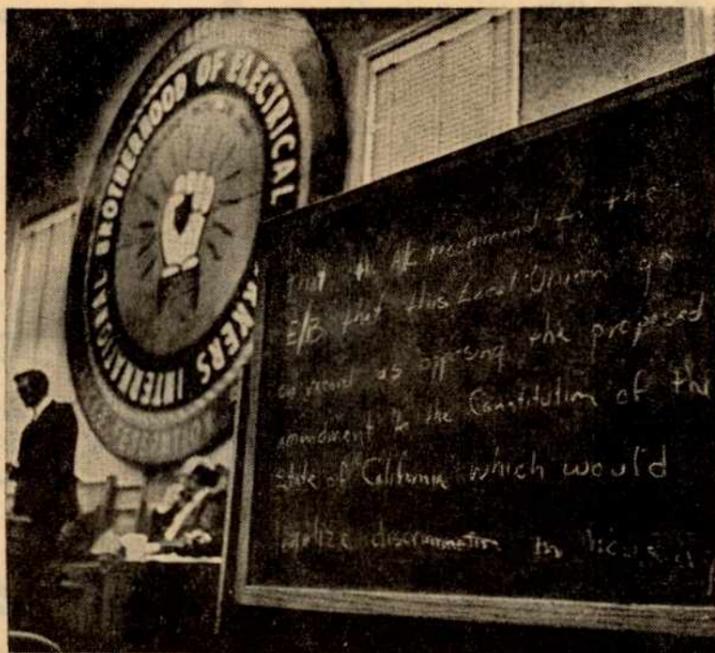
The first quarterly meeting of the Advisory Council took place in Oakland on the weekend of February 15-16. One of the highlights of the meeting was the informative reports made by the members of the Advisory Council. The reports covered such subjects as:

- Membership attendance at unit meetings
- Safety problems in the area
- Political and economic conditions in the area
- Civil Rights
- Labor-management relations in the area

It was generally agreed, and two Executive Board members specifically commented, that the Advisory Council's members' reports were highly informative.

First of the reports to the Advisory Council was made by Harry Dederman, in behalf of the Trustee Committee. He outlined the duties of the Trustee Committee.

Sam Casalina, Local 1245's Safety Consultant, reported in behalf of the System Safety Committee. He emphasized the California Safety Code states that every employer shall provide a safe place of employment and the equipment nec-
(Continued on Page 7)



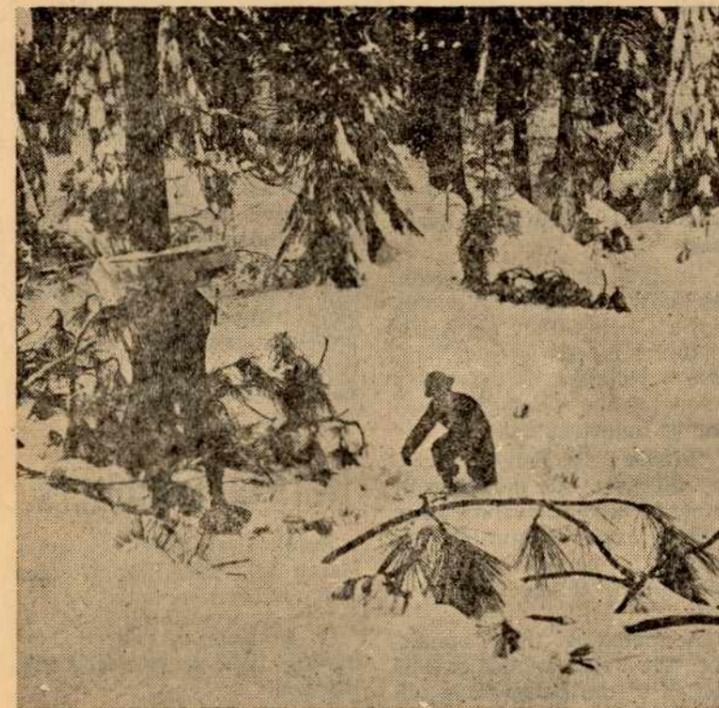
President Leland Thomas Jr. entertains a motion to adjourn the weekend meeting, with a record of part of the Advisory Council's work written on the blackboard.

Landmark Workmen's Comp. Decision on Employer's "Serious And Wilful Misconduct"

SAN FRANCISCO—A landmark opinion in workmen's compensation law has been handed down by the District Court of Appeal in upholding a State Industrial Accident Commission finding of serious and wilful misconduct against a painting contractor.

Commission Chairman J. William Beard said today the opinion "opens to some speculation in safety order cases" a 1953 Supreme Court opinion which has been the leading case on serious and wilful misconduct. That opinion (Mercer-Fraser) held that before an employer could be found guilty of serious and wilful misconduct he must have intentionally placed his employee in known and obvious danger without taking precautions for his safety.

Under California labor law, an employer found guilty of serious and wilful misconduct must pay additional compensation of fifty percent, up to \$7500. He cannot be insured for this liability.



'SECOND TIME AROUND'—Cliff Hollis, with snowshoes and carrying a 100-pound box of insulators, and his companion, Joe Nicholas, had walked this route before—at night—to find the line break toward which they were pressing in this photo. The PG&E men, among more than 200 brought into Drum Division to build a force to fight winter's biggest battle, were typical of members who almost literally forgot about sleep to get electric service restored.

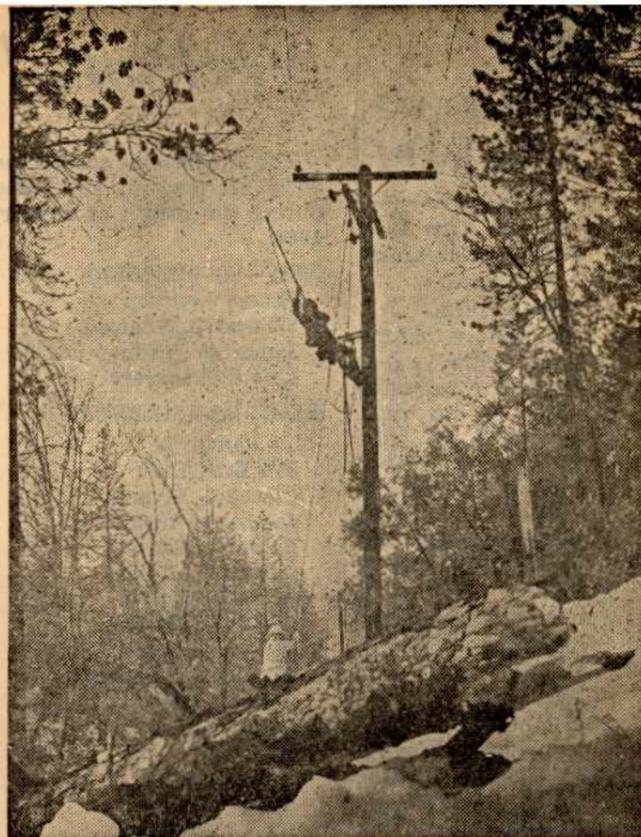
Beard said the Industrial Accident Commission ruling just upheld by the 3rd District Court of Appeal involved the injury of two painters in the collapse of a "ladder jack scaffold."

The scaffold had been erected under the supervision of the employer and his foreman, in violation of State safety orders which prohibit the use of such scaffolds at heights above 18 feet and require safety lines.

The men fell from a height of 24 feet and no safety lines had been provided. The Commission ruled that the employer knowingly violated the State safety orders and that the injuries were "proximately caused" by this serious and wilful misconduct.

The employer contended that although the scaffold was in violation of the safety orders, the accident did not involve serious and wilful misconduct because he had taken reasonable safety precautions in testing the scaffold before allowing its use.

Summarizing the Court's upholding of the Commission finding of serious and wilful
(Continued on Page 6)



—Photo courtesy Hal Riadon

Despite the immense task Linemen faced in restoring power after the big storm, safety procedures were followed first. Here a Lineman installs grounds in a remote area of Placer County before proceeding with line repairs.

7 Key Words For Crucial '64

"Register, Vote, Give a Buck to COPE."

These seven words are of key importance in this crucial election year.

If union members register, if union members give a buck to COPE — the AFL-CIO Committee on Political Education — then the chances are enough liberals will be elected to the U. S. Senate and House of Representatives to assure progressive government and new laws that will benefit working people and their families.

This is a World Series year in politics. The presidency is at stake. Thirty-four Senate seats and all 435 House seats are up. In 26 states, a gubernatorial election will be held.

Union members will have a strong voice in deciding which way the elections will go—that is, they'll have a strong voice if they use it. And the way to use it is to register, to vote and give a buck to COPE.

In politics, you're mute if you fail to register to vote. You can conduct endless living-room and neighborhood arguments in behalf of your favorite candidate. They're of use to him only if you can back up your arguments with your ballot.

So your vote is your voice, and to make your voice heard you've got to show up at the polling place on election day.

That voice — your vote — draws strength from, and is amplified by, the dollars you and other union members give to COPE.

COPE dollars have only one real purpose: to help you and your families and other working people by helping to elect liberal, pro-labor candidates.

The candidates who receive COPE dollars believe in an America of full employment and job security, where a continually improve standard of living benefits all of us. They believe in better schools for your children; an improved social security program so that your old age will be secure and free of the haunting fear of poverty.

YOUR Business Manager's COLUMN

Last month I discussed some of the problems found in the operation of grievance procedures up to the top level of joint committee operations. This is not the end of the story if the parties to a dispute cannot settle the issue and one or the other party invokes the contractual right to use the machinery of arbitration.

I won't go into the language of our contracts which covers this matter but I suggest that interested readers do so.

ARBITRATOR'S ROLE

Briefly, both sides have the right to be represented on the arbitration board but the real wheel in the deal is the so-called "impartial arbitrator", who is selected by mutual consent of the parties and has the power to render a final and binding decision, subject only to whatever restrictions are placed upon him by the parties and of course, a possible negation or limitation of his award as a result of an appeal to the civil courts.

This stage is where the "win or lose" factor replaces the "attempt to settle" factor and both sides usually pull out all the stops to gain a favorable award. In our case, both sides use attorneys in the procedure and the rules are similar to a court procedure.

ARBITRATION RESULTS

We have been involved in some twenty arbitration cases since I have been in office and the win and lose column over the past dozen years doesn't show a lopsided picture for either party, nor, in my opinion, does the record show that much good was derived from the whole operation for either party.

It is an expensive operation. It is an extremely slow process and it leaves scars at times which can have a lasting effect on a labor-management relationship. Let me also add that at the present time, some cases must be arbitrated if the basic
(Continued on Page 2)

YOUR Business Manager's COLUMN

(Continued from Page 1)
interests of the parties are to be properly protected.

ALTERNATIVES

Some people believe that the use of the strike or the lockout is a better method of resolving basic disputes. In our case, this is prohibited by no strike—no lockout clauses contained in our present agreements and the public service character of our work which requires continuity of such service unmarred by rashes of work stoppages over grievances. Thus, arbitration is an alternative to industrial warfare.

THE C.I.R.

There are other alternatives but these are not utilized in the utility industry. One of them is peculiar to the I.B.E.W. and it involves the construction branch of our Industry and our Brotherhood. It is called the Council on Industrial Relations and it was set up years ago between the I.B.E.W. and the contractors for the purpose of avoiding strikes.

It also replaced the usual arbitration process and provides that no "outsider" shall be given the authority to hand down decisions which should be jointly made by responsible parties to collective bargaining agreements.

An interesting feature in this procedure is that an equal number of representatives sit on both sides of the table and all decisions are unanimous as well as final and binding.

The record of the C.I.R. is excellent when the number of cases and the number of years are joined together to form a basis for referring to the Electrical Construction Industry as "the strikeless industry".

It is not perfect but it is an alternative to strikes and conventional arbitration proceedings.

UTILITY C.I.R.?

At a meeting held in Phoenix, Arizona, on February 13th, representatives of western I.B.E.W. utility locals and western utility managements kicked around the thought that perhaps some sort of adaptation of the principle of the C.I.R. might be applicable to the utility field of labor-management relations.

While there are all sorts of natural objections to such a principle, the idea seemed to provide food for thought.

First off, strikes are not the answer to utility disputes although the right is still available to those unions involved in the private sector of the industry.

Second, arbitration is not an overly popular method of solving disputes arising out of the interpretation and application of collective bargaining agreements because the people who negotiated them and must live with them know more about them than some "outsider" who, by the stroke of a pen, can hang a double horsecollar around the necks of both parties.

Beyond the arbitration "outsider", we are also witnessing more and more Government encroachment into the area of labor-management relations and this development indicates that a close look might well be given to more internal self-

Welcome!

The following applications were received in this office during the month of January, 1964:

NEW—A—MEMBERS

Ernest Jameson
Wilbert B. Thomas
James A. Tilson
Lyle R. Voohrees

NEW—BA—MEMBERS

SAN JOAQUIN

Jon Eric Allen
Clarence Alvarez
James G. Ausbie, Jr.
Ralph G. Feaver
Robert R. Hahn
H. Stan Loewen
Sherry L. Madden

COAST VALLEYS

Michael S. Connors
James F. Play
James F. Milbrandt

SAN JOSE

Manuel Donato
Bobby A. Stites
John J. Waldron

STANDARD-PACIFIC

Charles W. Kidder

STORES

Sherman Woods Jr.

EAST BAY

James E. Cooley, Jr.
Dennis L. Drury
Anthony J. Espinoza
James H. Falvey
Sherman L. Fox
Donald W. Hardy
Ronald R. Matlewsky
Richard D. Moore
Robert K. Olson
James L. Pike
Norman K. Willey

SAN FRANCISCO

Ben S. Armenta
Richard F. Bidinost
Raymond L. Denson
Anthony DeYulis
Robert P. Haynes
Jack T. Huber
Wesley E. Hydrick
Don F. Lamantea
Lawrence J. Lopez
Joe H. Yeaman

GENERAL OFFICE

Nis Joshua
Jean E. Ngou

STOCKTON

Paul V. Bennett
Melvin De Roza
Wayne Johns
William C. Rogers



HUMBOLDT

Alvin C. Carlson
Jack Collings
Samuel F. Fear
Richard L. Nusbaum
SIERRA PACIFIC
Audrey P. Edwards
James B. Fitzgerald
Mary Ellen Flett
Jerry W. Havniar
John C. White

DE SABLE

Karl Gebicke

NORTH BAY

Kenneth Stovall
Mary Ann Tavasci

SACRAMENTO

Wayne C. Culp
James E. King

U. S. BUREAU OF RECLAMATION

Joseph A. Gill
Edward N. Goncalves
Steven W. Hloy
Tony L. Lewis

Oscar Schwarz

CITIZENS UTILITIES

Gayle A. Rein

GENERAL CONSTRUCTION

John Buford
John S. Condon

Henry V. Da Corte

Richard P. Dalbec

James C. Fuller

Joe R. Garza

Alfred N. Guiden

Gerald S. Hamman

Charles O. Jones

Gary D. McCue

Daniel R. Perez

Roger E. Portney

Jerry Rosemeyer

Billy D. Wright

Walter J. Wysock

UTILITY TREE SERVICE

Kenneth R. Byers

Walter T. Moore

Gene Potter

Charles D. Turner

DAVEY TREE SURGERY

Norman Beach

Marvin L. Blackstock

Marcus P. Garrison

Gary W. Green

James W. Jones

Arthur Ritter

NOLAN TREE SURGERY

Walter L. Bass

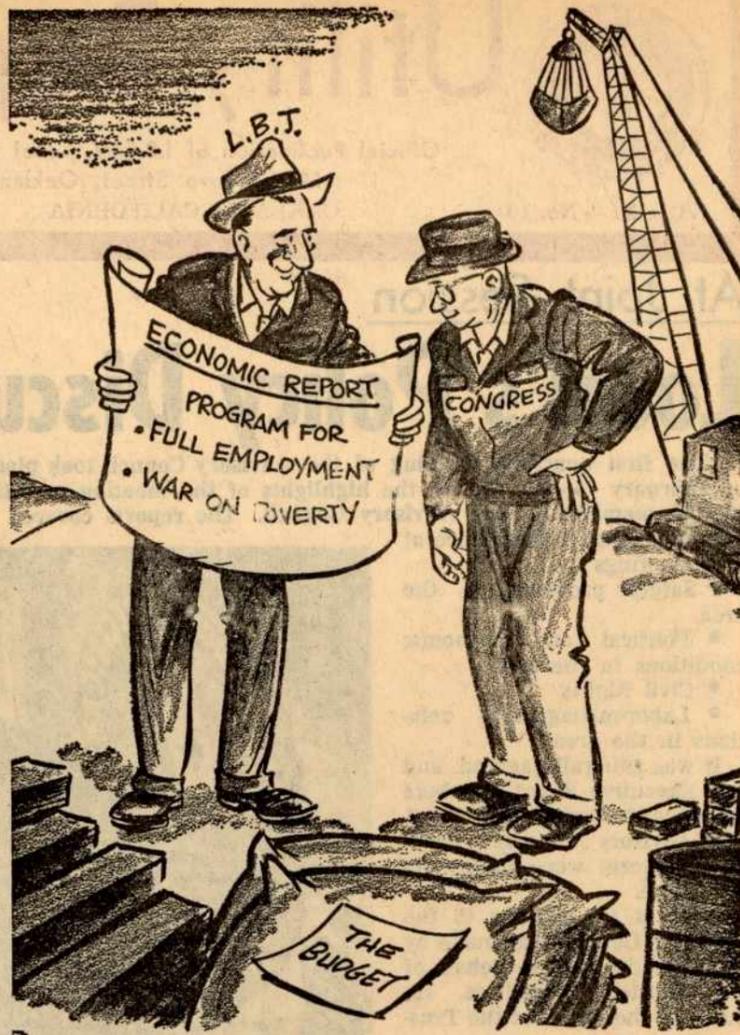
Gavino Vigil

Glenn O. Ward

SOHNER TREE SERVICE

Boyd G. Spivey

'Let's Start Building'



On War and Peace And the Poor

"Why should the resources of human genius and the riches of the people turn more often to preparing arms—pernicious instruments of death and destruction—than to increasing the welfare of all classes of citizens and particularly of the poor?"

"We know, it is true, that in bringing about so laudable, so praiseworthy a proposition and to level the differences there are grave and intricate differences in the way, but they must be victoriously overcome, even if by force; this is in fact the most important undertaking connected with the prosperity of all mankind.

"Put yourselves to the task, therefore, with confident courage, under the reflection of the light that comes from on high, and with divine assistance, turn your gaze to the people who are entrusted to you and listen to their voice.

"What do they ask you? What do they beseech from you? They do not ask those monstrous means of war, discovered in our time, which can cause fraternal massacre and universal slaughter—but peace, that peace in virtue of which the human family can live freely, flourish and prosper."

—Pope John XXIII

New Workmen's Comp. Ruling

(Continued from Page 1)

misconduct, Chairman Beard said:

"In this landmark decision, the Court has ruled that an employer's belief that a specific condition is safe does not excuse a violation of the safety orders of the California Division of Industrial Safety.

"In short, the employer cannot substitute his judgment of safety for a known safety order without exposing himself to a penalty for serious and wilful misconduct, if an injury results."

In upholding the Commission, the Court applied a 1959 section of the Labor Code setting forth five specific standards for findings of serious and wilful misconduct stemming from safety order violations. Commenting upon this section of the Labor Code, the Court said:

"The statute expresses a fully-realized concept and gives every indication of a legislative purpose to occupy the entire field. The broth is complete without the addition of judicial ingredients. Once the Commission makes the five specific statutory findings, no others are necessary."

Retired Members

Frank Covington, retired March 1, 1964, from San Joaquin Division.

A. L. Hanson, retired January 1, 1964, from North Bay Division.

O. M. Winther, retired December 31, 1963, from San Francisco - Clerical.

Lawrence G. Dahlgren, retired March 1, 1964, from East Bay Division.

... we get letters

Editor:

I would like to take this opportunity to congratulate those employees of the Bureau of Reclamation who have recently become brothers of Local 1245. It is gratifying to me that so many of you care enough about your job to want to improve it. I think that you have chosen the best way possible to do so.

Raymond D. Spence.

regulation between the parties to our agreements in the utility field.

While the C.I.R. handles interpretations, it also handles wage and other labor cost matters on a National scale. The idea at our Phoenix meeting was restricted to a regional concept and would exclude consideration of wage and other general labor cost disputes.

NEED DETAILS WORKED OUT

Participation would be voluntary, machinery would have to be worked out, and a bit of jealously-guarded autonomy would have to be relinquished in order to begin to make such a plan work.

It is my view that the people who lead our I.B.E.W. utility

unions in the West and the people who manage the investor-owned Western Utilities are competent to set up and successfully operate such a plan if they could agree to apply their joint energies and talents in such an endeavor.

WHAT DO YOU THINK?

It would be interesting to have comment flow into my office from our membership regarding the foregoing revolutionary concept of labor-management relations as applied to our sphere of activity and that of our Western counterparts.

Of course, if we could settle our disputes within the confines of our own labor-management house, that would be even more revolutionary and better than all of the "outside plans" put together.

The Co-op and Labor: Goals In Common

"We hold that it is just as essential that a workingman should get \$10 worth of actual value for his wages when he spends them as it is that he should get the \$10 that he is entitled to for the labor that he performs."

This quotation, from the records of the AFL's national convention of 1917, affirms the common aims and goals shared by labor and cooperatives. For more than a hundred years, actions for economic democracy in the labor movement and in the cooperative movement have dovetailed and supplemented each other.

The union movement was established to insure the worker the best returns for his man-hours and a strong voice in his working conditions; the consumer cooperative was originated to give the worker full value for his hard-earned wages and a say in the democratic control of the store where he bought essential goods.

BERKELEY CO-OP LARGEST IN COUNTRY

The Berkeley Co-op is a here-and-now example, in which the thrifty shopper and the voting stockholder are one and the same. The largest consumer cooperative in the country, the Berkeley Co-op is a \$20,000,000 business, is owned by 32,000 member-families, and has eight shopping centers. Four are in Berkeley, two in Walnut Creek, one in Castro Valley, and one in El Cerrito, on the Richmond line. A Marin County center is planned within the next few years.

Buyers' Bailiwick

Those Range Repair Bills

By **SIDNEY MARGOLIUS**
Consumer Expert for
The Utility Reporter

Recently a family was shocked by a bill for \$20 for repairing the bake unit in a ten-year old electric range that probably would not bring much more in the second-hand market. The charge was \$5.65 for two small parts and \$14.25 for labor, including \$4.95 for the first call to see what was wrong, and \$9.30 for the return with the parts.

Why this charge for a simple parts replacement? The actual work did not take long. In comparison, you get noticeably more work done for \$20 on a car. Even doctors charge no more for a house call than do appliance repair companies.

We checked with the manufacturer of the range whose service branch had done the repair work (General Electric). It turned out that the serviceman, a highly-skilled worker, was paid \$120 a week for a 40-hour week, a little more than the national average of \$110 for appliance servicemen as reported recently by **Home Furnishings Daily**. Certainly his \$3 an hour did not account for the labor charge of \$9.30 an hour, plus the \$4.95 for the initial call.

But, manufacturers argue, the serviceman's pay is only a fraction of the total cost of servicing an appliance. The manufacturer also must charge for the cost of operating his truck (in this case, radio-equipped), for tools, and the overhead of the service depot. Thus, if a serviceman is paid \$2.50 an hour, which is more typical on a nation-wide basis, the manufacturer or dealer providing the service adds 100 per cent for overhead. Now the cost has become \$5 an hour. But they don't stop there. Only half of the serviceman's time actually is spent in the home. This raises the per-hour cost to \$10. A major appliance service manager ((John H. Miller, of General Electric Co.)) told a school for servicemen that the average call

takes 45 minutes. Now you see why you pay \$7.50 for a typical call.

However, you're lucky if you get off even with a \$7.50 charge. The serviceman often needs to make a second call with the parts, especially if your appliance is not a late model. Too, he may require some extra time if the source of the trouble is not easily accessible, and he has to pull out a range or lay a washing machine on its back.

What about the high price for parts? Just one of a hundred components of a range for which you originally paid, say, only \$200, may cost you \$5 or more.

The manufacturers claim that the high cost of repair parts arises from the need to stock many parts for different models, especially since models usually change yearly. But service representatives also have admitted to this writer that the sale of parts is a profitable business, with no competition and no need to give discounts.

Manufacturers and dealers tend to blame high costs of appliance repairs on consumers. The Fairchild News Service reported that while appliances themselves now are better quality, many consumers fail to read instruction booklets and so make unnecessary calls for service.

This is partly true, but only partly. Another part of the problem is that modern appliances are more complicated, with more parts, circuits, etc., to break down. Too, the manufacturers themselves are responsible for the need to carry a multitude of different parts and to train highly-specialized servicemen, because of the policy of bringing out new models each year whether or not there are any really basic changes.

The only basic ways to hold down service costs on the dozen or so appliances and electronic equipment in your house are these:

1—When you buy an appliance, buy the simplest

ONE MEMBER ONE VOTE

All Co-op member-patrons are shareholders in the super-market chain and business earnings are returned to them yearly. Members receive a patronage refund in proportion to their purchases for the year, and they vote on policy for their organization. A single vote is allowed each member, whether his investment is in thousands or in a single share at \$5. (Co-op investment earns 4-5%.) The two features most strongly distinguishing cooperatives generally from profit business are, in fact, the working principles of the patronage refund and "one member, one vote."

At the end of the last fiscal year 1963, patronage refunds and share dividends to Co-op members totaled \$330,500. (Incidentally, Co-op tax payments for the year totaled \$352,000.) Gross wage payments to local residents totaled \$2,400,000.

model you need. Avoid those with extra gadgets that you really may not use. For example, if you won't use the automatic timer on a deluxe range very often, you can save not only on initial cost but hold down potential repair costs.

2—Read your instruction booklet to know how to operate your appliance carefully. Heedlessness can cost your family sizable sums.

3—Check the plug and the fuse box, and also read your instruction booklet again, before you call a repairman. The seeming difficulty may be covered in the instructions. We've heard of one woman who had a repairman come in several times because her refrigerator mysteriously defrosted. Finally the repairman discovered that her baby had been pulling out the plug. That's

The Co-op keeps money within the community, rather than deflecting it to absentee ownership in other states.

Heading the democratic administration of the Co-op centers are a board of directors, a congress, and center councils giving regional representation to the membership for each center. All are elected. Committees for finance, management, future planning, member relations, public relations, and consumer information and protection all are empowered to make recommendations to the board; all give their time with generosity and without

one way to have visitors.

4—If you must call the repair service, be prepared to explain the difficulty as exactly as you can, and state the model number and serial number of the appliance. This information usually is shown on the nameplate attached to the machine.

5—Don't delay or talk to the serviceman unnecessarily. His time costs you about ten cents a minute. It is cheaper to call up a friend and talk to her.

6—In buying small appliances such as irons, hair dryers, toasters, and fans, find out if the manufacturer or retailer provides over-the-counter replacement service. This provides immediate replacement, without waiting for the appliance to be repaired, if a malfunction develops within the terms of the guarantee.

compensation. At least two general membership meetings are held each year.

SERVICES OF CO-OP

Co-op centers offer not only competitively priced grocery items in the standard soap-to-soup range, but also the Co-op's own quality-for-price tested line of over 700 market items. The centers also house hardware-variety, service stations, a repair shop (Berkeley), pharmacies (Berkeley and El Cerrito), a children's clothing store (El Cerrito), insurance service, funeral society, and the organization's long-established credit union and year and a half-old savings and loan. Co-op members may join a group health plan; they can gather up the family and go to Camp Sierra, Co-op summer camp near Huntington Lake.

There are no restrictions, either to Co-op membership or to store patronage. Co-operatives are traditionally non-discriminatory as to religion or race, traditionally neutral in politics. It isn't necessary to have previous membership in any other group or organization in order to join; nor is it required to be a member in order to "shop Co-op," for the reasons mentioned earlier.

The Co-op gives the wage-earner honest value and best quality for his purchase dollar, and the earnings of the business accrue to him; it gives him a voice in the democratic running of the business—his business.

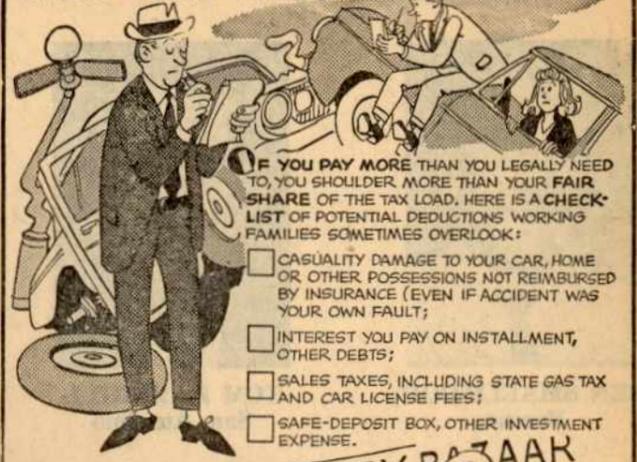
Anyone interested in either just looking around a Co-op center or in joining may visit any of the following locations: In Berkeley, 1414 University Ave., 1550 Shattuck Ave., 3000 Telegraph Ave, Shattuck and Vine Sts. (express service); In Walnut Creek, 1510 Geary Road and 1295 S. Main St.; In Castro Valley, 3667 Castro Valley Blvd.; In El Cerrito, 1751 Eastshore Blvd. at San Pablo.

Information about the Co-op, its services, its affiliates, and becoming a member is available at the education offices in each center (express service store excepted). Membership requires a registration fee of \$1 and the purchase of at least one share, at \$5.

YOUR MONEY'S WORTH

by Sidney Margolius

KNOW YOUR TAXES



IF YOU PAY MORE THAN YOU LEGALLY NEED TO, YOU SHOULDER MORE THAN YOUR FAIR SHARE OF THE TAX LOAD. HERE IS A CHECK-LIST OF POTENTIAL DEDUCTIONS WORKING FAMILIES SOMETIMES OVERLOOK:

- CASUALTY DAMAGE TO YOUR CAR, HOME OR OTHER POSSESSIONS NOT REIMBURSED BY INSURANCE (EVEN IF ACCIDENT WAS YOUR OWN FAULT);
- INTEREST YOU PAY ON INSTALLMENT, OTHER DEBTS;
- SALES TAXES, INCLUDING STATE GAS TAX AND CAR LICENSE FEES;
- SAFE-DEPOSIT BOX, OTHER INVESTMENT EXPENSE.

AND DON'T FORGET THAT YOU CAN DEDUCT FAIR MARKET VALUE OF CHARITABLE CONTRIBUTIONS OF GOODS AS WELL AS CASH. GET AN ESTIMATE OF VALUE FROM RECIPIENT.



GIVE YOUR DOLLAR MORE POWER. WHEN YOU SHOP FOR WOMEN'S AND GIRLS' CLOTHING INSIST ON THE LABEL AT THE RIGHT. PATRONIZE LAUNDRY AND DRY CLEANING SHOPS SHOWING THE SHOP CARD (LEFT).

The UTILITY REPORTER

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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

Tree Trimmer Steward



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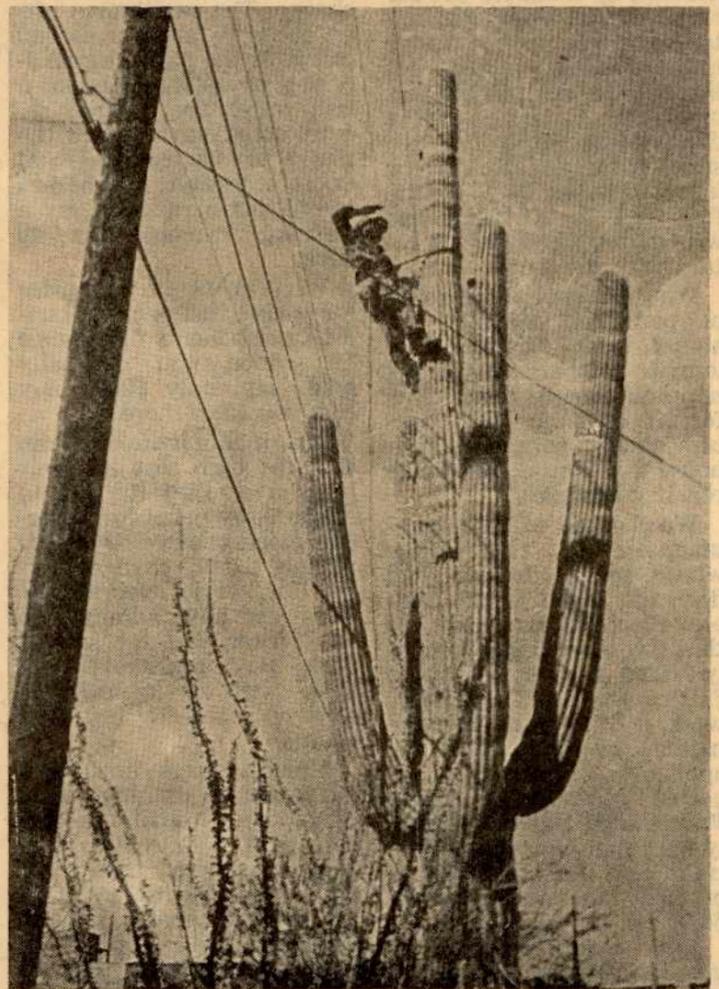


SEYMOUR KING
Eureka



DAVE WOELLER
San Anselmo

On this page you see our Stewards on the organized tree trimming companies in the Far West. These men work for fair employers at union rates. When you need expert help in keeping the trees on your place green and growing (even if you don't want "redwoods" like the ones pictured on this page) —think of the following firms: Davey Tree Surgery Co., Ltd.; Frank L. Nolan Tree Surgery Co.; Sohner Tree Service, Inc.; Utility Tree Service, Inc. —and their Union Men.



—Photo courtesy Davey Tree Surgery Co., Ltd.

Steward Jim Black, of Tucson, Arizona, is shown on a different kind of line clearance job.



Dick Heath, standing, of the law firm of Neyhart and Grodin, gave the Tree Trimmer Stewards an enlightening talk on Workmen's Compensation. Seated, left to right, Jim Wilson, Marvin Parker, Business Representative Scott Wadsworth and Ed Couch.



ds Meet in Oakland



ON
is



HERB COTHERN
Santa Cruz



JOHN PITTMAN
Las Vegas



CHUCK STANFORD
Belmont



CLARENCE HUGHES
Stockton



GEORGE JACOBS
Chico



—Photo courtesy Hal Risdon of the PG&E News Bureau

The case for line clearance! This ugly old brute got into PG&E lines on Middlecamp Road in the Twain Harte area during the first big storm of 1964.



GENE PEGLOW
Redwood City



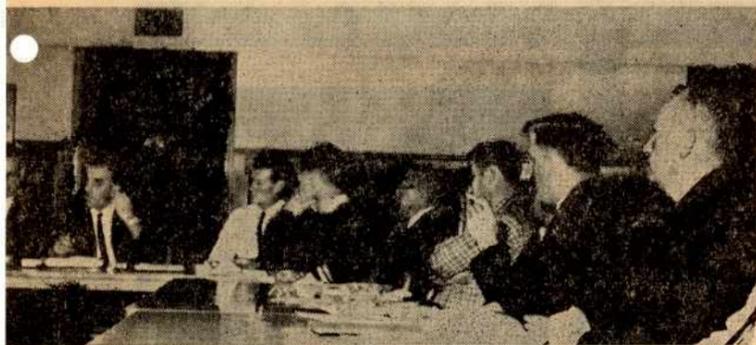
JIM COUCH
Concord



ED WILLIAMS
Burney



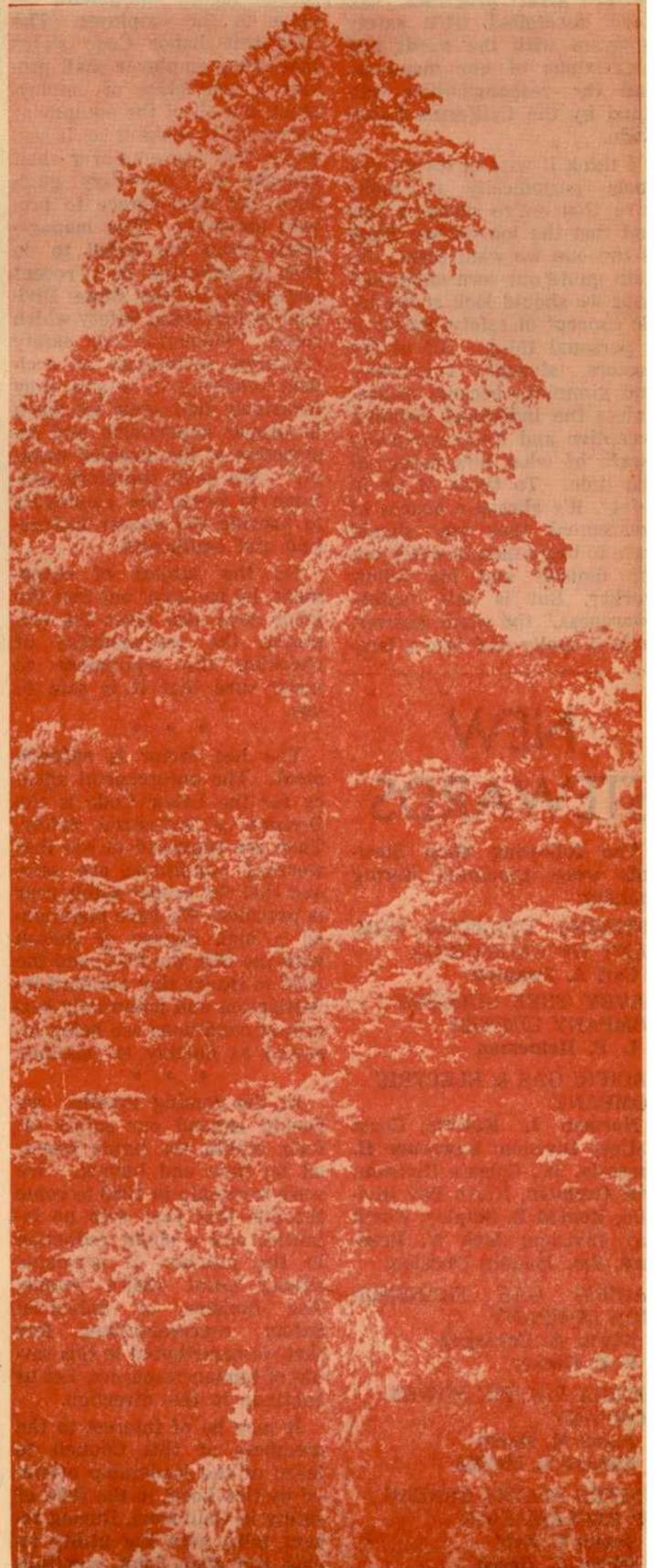
JESSE PERKINS
Bakersfield



Business Representatives John Wilder and Larry Foss, at left, spoke on employee discipline, discharge and demotion as defined by recent arbitration cases. Business Representative Scott Wadsworth, Clarence Hughes, John Pittman, Herb Cothern, Jim Proft (partially hidden), Don Barnhill and Tom Barnhill listen attentively.



BOB FRASER
San Rafael



Policy Matters Discussed at Joint Session

(Continued from page 1)
 essary to make it so. It also gives the employee the responsibility of checking that equipment to make sure it is safe to use. DIS, the Division of Industrial Safety, is the enforcement agency for the sections of the Labor Code relating to safety, he concluded.

PG&E; California Pacific Utilities Company; Standard Pacific Gas Line, Inc.; Davey Tree Surgery Company members in the southwest, outside the general service area of PG&E; U.S. Bureau of Reclamation members in his portion of the valley.

Treasurer's Report

Treasurer James Lydon read the financial report on Local 1245 for 1963.



Jim Lydon gives the Treasurer's Report.

ORVILLE OWEN — Now assigned to the San Jose Division of PG&E; Nolan Tree Surgery Company; and Davey Tree Surgery Company in the San Jose area.



ORVILLE OWEN

SCOTT WADSWORTH— Now assigned to Stockton and Colgate Divisions of PG&E; Pacific Gas Transmission Company; Davey Tree Surgery Company and U.S.B.R. in the Stockton and Colgate areas.



SCOTT WADSWORTH

In the wake of these changes in assignment caused by the resignation of Ed James, who is now Deputy Labor Commissioner for the State of California, **FRANK ANDERSON** has been appointed to the Staff to take over the organizing financially assisted by the I.O.



FRANK ANDERSON



ED JAMES

Ed James, one of our most dedicated and able Business Representatives has left Local 1245 to become a Deputy Labor Commissioner with the State of California. He thus joins Jack Wilson in enforcing the State Labor Code. Among Ed's many accomplishments while a member of the Staff was his organizing of Pacific Gas Transmission Company. He will be missed by his many friends in Stockton and Colgate Divisions and throughout Local 1245's jurisdiction. We here are consoled by the fact he and his lovely wife Joan and the children will now live in the Bay Area.

Mitchell Reports

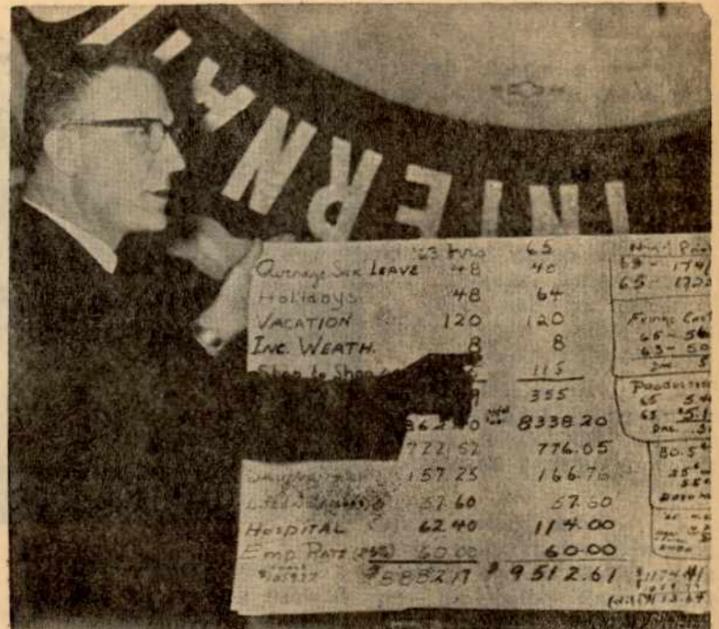
Assistant Business Manager L. L. Mitchell reported on the functions, objectives, reasons for, and accomplishments of Local 1245. "In delivering the goods, we have been so busy we have failed to blow our own horn," he declared. "Further than this," Mitchell continued, "I believe that because we are so familiar with the facts and the problems that we have had to overcome to make the record . . . we feel this must be obvious to others." "This is a mistake," he concluded, "and we are going to have to change this with an all-out campaign of spreading the word. He went on to list the advances (too numerous to list here) which Local 1245 has made in the last decade and a half.

Need for Political Activity

Assistant Business Manager M. A. Walters, in his report, reiterated the need for legislative activity which protects the gains made through collective bargaining and promotes our ability to organize in the growing public sector of employment. In 1964, he pointed out, we will not only be electing a President of the United States but also:

- a United States Senator from California,
- the entire delegation for the House of Representatives from this state,
- half the State Senators in California, and,
- the entire delegation to the State Assembly.

The primaries are more important now because of the need to select candidates who will carry labor's banner willingly, he said. A California citizen must be registered by April 9th if he is to vote in these primaries.



Assistant Business Manager L. L. Mitchell shows statistics which indicate Local 1245's advances over the years.



Assemblyman Byron Rumford was a guest speaker at the joint session of the Advisory Council and Executive Board.

Association-sponsored clause which reads:

"Nothing contained in this part shall be construed to prohibit selection of tenants based upon factors other than race or ancestry." "This was their own suggestion," he declared, "We adopted it and put it in the legislation."

But the CREA-sponsored amendment to the California Constitution not only intends to legalize discrimination against American citizens. It also strikes at the 14th Amendment to the United States Constitution and goes so far as to give the property holder "absolute discretion" which might serve to exempt him from laws which non-property holders must observe.

What Does the Proposed Amendment Say?

The proposed amendment to the State Constitution reads, in part:

"Neither the State, nor any subdivision or agency thereof, shall deny, limit or abridge, direct or indirectly, the right of any person who is willing or desires to sell, lease or rent any part of his real property—to decline to sell, lease or rent such property to such person or persons as his **ABSOLUTE DISCRETION CHOOSES.**"

Would not this ABSOLUTE DISCRETION put landowners above the law with respect to zoning laws, smoke abatement, and access to roads and highways?

Policy Recommended By Advisory Council

Following the noon recess, the Advisory Council, again under new business, passed unanimously the following recommendation to the Executive Board which the Board adopted:

" . . . That this Local Union go on record as opposing the proposed amendment to the Constitution of the State of California which would legalize discrimination in housing."

In Memoriam

ROSE GOLD, a clerk-stenographer in San Jose Clerical died on February 9, 1964. Sister Gold had been a member of the I.B.E.W. since her initiation on September 1, 1956.



New Staff assignments are related by Assistant Business Manager Dan McPeak, Staff Coordinator. See accompanying story for details.

Staff Assignments

Assistant Business Manager Daniel J. McPeak reported on the assignment of Business Representatives. Because of the resignation of Ed James, certain changes in assignment have been made. Business Representatives affected are, alphabetically:

MARK COOK — Now assigned to employees of Pipe Line Operations Department of



MARK COOK

The Outdoor Scene

By FRED GOETZ

Here's a check list of things to be done before sauntering off to lake, stream or saltchuck. It's "Tackle Tinkering Time."

1 . . . Reels, badly pocked from salt corrosion after use in the ocean, should be taken apart, soaked, and scrubbed in a hot soapy solution—then wiped clean with an oil soaked rag.

2 . . . Reels left idle 'til spring should be given a last minute shot of oil, as the previous oil may have evaporated.

3 . . . Wipe down glass rods with a damp cloth, then apply a coat or two of clear finger nail polish to the guide wraps. Replace even slightly frayed wraps on rods.

4 . . . Perhaps the most important thing is to set aside a good supply of fish hooks, honing them to needle-point sharpness. Do not lose that lunker of the day because of a dull hook.

5 . . . Shine up those spinners and spoons with a refined scouring powder; protect that same lure with clear nail polish.

6 . . . Check your rod for loose ferrules. A loose ferrule can be the cause of your rod snapping in two.

7 . . . Check your waders or boots for holes.

8 . . . Make sure your guides are free of nicks or abrasions. A nicked guide can ruin an expensive fly line in short order.

9 . . . Fill out those fly patterns and give those bedraggled specimens new life by holding them, with pliers, over a steaming kettle.

10 . . . A weekend before the season opens, be especially kind and considerate to your wife. Fix the fence, putty the loose window pane, fix the leaky faucet—buy her another bottle of clear nail polish.

We've had questions, from time to time, regarding the identification or rather comparative identification of brook and lake trout, a problem that oftentimes arises when these two gamesters occur in the same lake.

Here's a short rundown on each trout that may help in identifying them in the future:

LAKE TROUT . . . It is gray to dark-greenish in color with light spots over the body. The body is slender; head is long. Most obvious characteristic is the forked tail, a feature which distinguishes it, beyond a shadow of doubt, from the square-tailed brook trout.

BROOK TROUT . . . "Most colorful," is the brookie. It is dark green above with worm-like markings on the back and dorsal fins. Cream and red spots appear on the sides, with red spots bordered with blue. The lower fins are reddish, the leading edges bordered with white and black stripe.



Marion Williams says: "If I were limited to just one choice for trout fishing, I'd settle on night crawlers." He offers the following tip for coaxing those wiggling dandies to the lawn's surface, a method he discovered by coincidence:

"Before the fishing season starts in the spring, I always fill up a barrel of water; attach my outboard motor to the side and run the motor for a spell in the back yard. Last year I did just that as it was getting dark.

"When I directed the light from my lantern on the lawn nearby, the night crawlers were coming up all over the place. I gathered enough for a couple day's fishing. I guess it's the vibration that brings 'em to the surface."

Arnie Mills from Klamath Falls is loud and emphatic in praise of the salmon fishing out of Gold Beach, Oregon. He fishes the jaws of the Rogue and we hear tell he has taken many a Royal Chinook from these waters that tipped the scales over 35 pounds.

In answer to Arnie's question about the largest salmon caught in this area, I can't say definitely but I do know of a 47 pound, 13 ounce specimen taken by the famous Rogue River guide, "Babe" Hughes. Our oft-time correspondent Frank Colvin, who lives at Gold Beach, Oregon, sent in the following photo of that memorable catch Babe made in the hog line. A No. 5 brass spinner fooled the lunker Chinook.

World record, Arnie, for

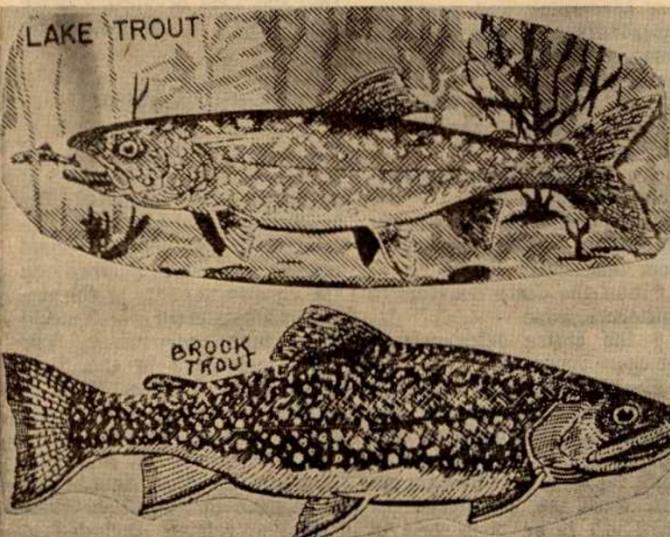
Chinook, is a 92 pounder taken by Hans Wichman on the Skeena River, British Columbia, not too far from his own back yard fence. This, as I recall, was in July, 1959 and the catch was entered in the record books of Field and Stream.



Members of the IBEW—in good standing—can earn a pair of fishing lures by sending in a clear snapshot of a fishing or hunting scene—and a few words as to what the photo is about.

Send it to:
Fred Goetz
Dept. URKW
Box 6684
Portland, Oregon 97266

Members of the family, and, of course, retired members are also eligible.



Business Using Right Wing Jazz

A Columbia University professor has charged that top American "blue chip" corporations are including "heavy doses of radical rightist materials" in their anti-Communist public education programs.

Alan F. Westin, associate professor of public law and government at Columbia, who made the charges, said there is no evidence of the existence of a corporate conspiracy with the extreme right and that "intelligent, balanced—and indeed even liberal—corporate anti-Communist programs" do exist.

Westin's findings, in Commentary magazine, are based on first-hand research into the anti-Communist materials of more than 100 corporations, and discussions with leading management associations, many corporate public affairs officers and spokesmen for civic and labor groups.

The article, "Anti-Communism in the Corporations," cites as a major example of extreme right-wing propaganda, **Communism on the Map**, a one-hour film strip "written by a Birch Society stalwart who drew heavily from Robert Welch's Blue Book."

Despite the fact that the Birch origins of this film were widely exposed in the press, hundreds of major companies continue to use it, including Goodyear Tire, Minnesota Mining, Aluminum Corporation of America, Boeing, Jones & Laughlin Steel, Revere Copper & Brass, Convair, Arkansas-Missouri Power, Texas Power & Light, Schick Safety Razor, Ohio Bell Telephone and North American Aviation.

Other substantial firms which carry on active Birchite programs, Westin said, are Knott Berry Farm and Dr. Ross Dog Food in California, Cherokee Textile Mills in Tennessee, Spindale Mills in North Carolina, the Allen Bradley Corporation of Wisconsin, the Warner & Swasey Company in Ohio.

The Freedom Forums sponsored by the National Education Program, an extreme rightist group, have involved many members of the "blue

chip corporate community," including Boeing Aircraft, Houston Lighting & Power, Monsanto Chemical, Gulf Oil, Southwestern Bell, Stockham Valves & Fittings, Pontiac, Quaker Oats, and Goodyear.

These companies and others send executives to participate in the Freedom Forums which include representatives of the following rightist groups: John Birch Society, Four Freedoms, Christian Anti-Communism Crusade, Americanism vs. Communism, Letter of Correspondence, Christian Economics, and Lamplighter Study Group.

Westin stressed that despite publicity given "to the extremist character of the National Education Program materials, top company executives from firms such as Swift & Company, Monsanto Chemical, General Electric, Armco Steel, and Mississippi Power still sit on the Freedom Forum Advisory Committee."

Major companies have also had an important hand in financing Schwarz' right wing Christian Anti-Communism Crusade. Despite the condemnation by respectable church, educational and civic groups of Schwarz's Crusade for its uselessness in fostering a proper understanding of communism, major companies that have footed the bills for Schwarz rallies include Richfield Oil Technicolor, Union Oil, Deering-Millikan and United Aircraft.

Westin reported that a newspaper advertisement endorsing the Schwarz rally was signed by top executives from Rexall Drugs, Air Finance Company, United Whelan, Bank of America, Diners Club, E. F. Hutton & Company and others.

Business leaders are beginning to recognize the danger of extreme right-wing propaganda and several management groups, "including the American Management Association and the Effective Citizens' Organization, have begun to distribute lists of responsible books, films and speakers, and to advise interested companies about course packagers to be avoided."

—Oregon Labor Press



ALL IN A DAY'S (OR NIGHT'S) WORK—Snow, wind and falling trees resulted in power interruptions in Pacific Gas and Electric Company's Sonora District—a trouble pattern which came with the storm in many areas. Here PG&E crewmen are replacing a pole and transformer on Highland Drive at Twain Harte. An 80-foot pine tree toppled into the pole, split the pole top, knocked off the transformer and took out a 4,000-volt distribution line. Barnie Lowe, hole-digger operator, is shown in foreground. He's a member of a Sonora crew. A crew from Newman also worked on this job.