



G.C. Member John Teller, foreground, works on his handcraft at the Veterans Hospital in Long Beach. Other patients can be seen in the background rehabilitating themselves with the aid of occupational therapy.

G. C. Member's Story

Born Into a Raw World

By JOHN D. TELLER

Friday, April 5 was my last day at our PG&E General Construction job site in Fresno. My job—Mechanic, G. C. Station.

My wife had done the necessary packing and loading of our station wagon. The children were overjoyed. Vacation, a trip to Minnesota—our first family reunion in seven years.

We decided to take the northern route, buying family gifts on the way.

Then at 12:30 noon on Saturday, April 6, our car hit tar slick spots on the road and went into a spin.

My daughter, youngest son and I were asleep on our wagon mattress in the back. My wife and other two sons were in front.

I awoke during the spinning and we stopped with our rear wheels on the shoulder, but before my wife could pull out the shoulder gave way and we went over. Backwards, then rolling sideways — I remember every roll, the shock of being tossed around.

My wife, as we started over, alertly cut the ignition. If she hadn't we could have become a rolling inferno.

My wife and the two boys up front made it out. My daughter and son were in hysterics. This is when I first noticed I was reborn into a new world.

I tried to crawl to them. My legs wouldn't respond. I tried to reach out and hold them. My arms wouldn't respond.

(Continued on Page 7)

YOUR
Business Manager's
COLUMN
By Ronald T. Weakley

New and more efficient production and service methods are being employed by the utility industry every day. This development causes our Union to re-examine its policies and procedures every day.

While our basic principles continue to guide the development of our policies and procedures, we must move with the times in order to maximize the return to our people for their contribution to productive efficiency or they will miss out in the process.

There are those who take the position that we should stand pat and not move an inch from the status quo. Such a position requires alternatives to working out reasonable compromises as the situation changes on the job.

These alternatives are few in number and fraught with obvious dangers, despite the glib statements of some who do not hold direct responsibility in the matter and who delight in opposing any reasonable move to meet changing situations.

Let's take a look at the alternatives to working out reasonable compromises as management employs new



utility reporter

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO 1918 Grove St., Oakland 12, Calif.
VOL. XII — No. 7 OAKLAND, CALIFORNIA NOVEMBER, 1964

J. Pickens Hero in S.F. Fault

"I had just completed repairing a service that was down and I called in 'cleaned up,' when the Division Operator gave me the call that at the 900 block of Fillmore there was a fire and an explosion per the San Francisco fire and police departments, and we had lost 'H,' Bryant, Turk Number 1 and 2 tie feeder cables."

These are the words of Troublemaker John Pickens as he took the call in his rig in the 2900 block of Pine Street in San Francisco.

"It only took me two or three minutes to get to the scene. When I got within the congested area blocked off by fire and police emergency equipment, I saw the whole sky light up with heavy arcing and flashing. One conductor of the feeder was hanging down at one pole within 14 feet of the ground and had ignited 25 feet of the pole. The other end had snaked itself out 25 feet away from the base of the adjacent pole and was going to ground, cutting a groove into the concrete sidewalk. The car parked at the base of the pole was on fire; we thought the gas tank was going to explode.

"The feeder had to be killed, and when it wasn't I knew I had to act — that gas tank could have gone up any minute.

"I got the 12 kv cutters out, put on my rubber gloves and Jacobs' hood.

"The conductor was lying there, shooting juice and belching when I got close.

"The first cut didn't go through all the strands—three or four remained. So I went in again and made a complete cut higher up. That removed the immediate danger from it going to ground."

So ended another adventure in the life of San Francisco Troublemaker John Pickens.

"Two or three times a year we Troublemakers in San Francisco Division have to cut in the clear because we can't leave the scene to do the switching necessary to kill the section where the conductors have been broken," John says. In this case a fire truck's aerial ladder broke the conductor outside a smoke-filled hotel on Fillmore Street.

John, when he isn't troubleshooting, makes his home in Colma with his wife, Estelle, and his three sons, John, Jr., Richard, and Jay. Brother Pickens is an active member of Local 1245, being a Shop Steward and a member of the San Francisco Division Grievance Committee.

equipment and new work procedures.

1. We can sit tight and file masses of grievances and arbitrate continuously. This deal jams the grievance machinery and when this happens, the same elements

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Troublemaker John Pickens shows how he cut the hot conductor in the clear on busy Fillmore St. in San Francisco. (Photo by John McBride of the San Francisco Chronicle.)

Clerical Programming Committee Meets

Clerical members from all over the system met in historic Jack London Square the weekend of November 7th to discuss Clerical problems and programs.

High on the list of subjects discussed was Company's proposed revision of the Clerical Job Evaluation Plan presently being negotiated by Local 1245. The so-called cross hatch concept came in for much discussion, as did the down-grading of jobs.

Other subjects discussed included the job of Automatic Call Distributor Service Clerk and the conversion of Power Bureau to the computer.

The following members of the Clerical Programming Committee attended the Saturday meeting: Slaton Keplinger, Humboldt Division; Joan Bynum, East Bay Division; John Jaster, De Sabla Division; Shirley McPherson, San Jose Division; Jim Alaniz, San Francisco Division; Edwin Fairall, Stockton Division; Gloria Gonzalez, General Office; Bob Martin, Colgate Division; Lachlan Van Bibber, Coast Valleys Division; William Causey, San Joaquin Division; G. Carl Espley, Drum Division; and Jan O'Connor, San Jose Division.

Officers in attendance were President Leland Thomas Jr., Business Manager Ronald T. Weakley and Northern Area Executive Board Member Fountain who also represented North Bay Division. Advisory Councilman Brendan Stronge represented Central Customers Accounts at the session; it is hoped that Clerical Advisory Councilman Dick Fleming will be able to attend the next meeting to be scheduled early in the year.

Assistant Business Manager L. L. Mitchell and Business Representatives Bruce Lockey, Orville Owen, Frank Quadros, Bobby Robinson and Scott Wadsworth were the staff members at the meeting.

we get letters...

U. S. DEPARTMENT OF LABOR
BUREAU OF VETERANS' REEMPLOYMENT RIGHTS
Room 10428—450 Golden Gate Avenue
San Francisco, California 94102

October 12, 1964

Mr. Ronald T. Weakley
Business Manager
IBEW, Local Union 1245
1918 Grove Street
Oakland, California 94612

Dear Sir:

As you know, this office administers the federal reemployment rights law for the U. S. Department of Labor. Since the statutes involved delegate the power to finally determine and adjudicate issues arising under the statutes to the U. S. Courts, the Secretary of Labor, through the Office of Veterans Reemployment Rights, renders aid in the replacement in their former positions of persons who have satisfactorily completed any period of active duty in the armed forces of the United States.

Therefore, we strive through all interested parties, the ex-servicemen, the employers, the unions, etc., to determine the facts involved and promote amicable settlement of each complaint filed with us, short of litigation.

In the process of carrying out our responsibilities, where members of your union are involved, I have been particularly impressed by the fact that the field representatives of your union are so knowledgeable in the law and alert to the complaints filed by some of your members.

John Wilder, of your union, has to my knowledge served your members well. Many problems of which we are aware have been promptly resolved without the ex-serviceman's having to resort to the services of this Bureau. Larry N. Foss, also an official in your union, has in the past also demonstrated an informed and alert awareness of the reemployment rights problems faced by many members of your union when they return from military service or reserve training duty.

I have come to feel that I would indeed be negligent if I did not convey to you my admiration for the excellent work your field representatives are doing to serve your members and to determine, without favor to individuals, the legal rights of your members under the federal laws we administer.

Sincerely yours,
ROBERT L. SHELBY,
Regional Director

Oakdale

October 10, 1964

To the members of Local Union 1245 I.B.E.W., Modesto Unit, who so kindly sent the get well card to John Pike, it is very pleasant to know he is not totally forgotten. John is in the Veterans Hospital in Livermore. He suffered a second stroke in September and was 3½ weeks in a coma. The doctor tells me now he has rallied a little, so I am going to see him when the weather cools. I will let them know here how he is. If he knows me you may be sure I will tell him about the card.

Thanking you again on his behalf also for myself, I remain sincerely,
MRS. ZORA PIKE

The Honorable Edmund G. Brown
My dear Governor:

This is to inform you that parents of the mentally retarded from Santa Clara County will be demonstrating before the State Capitol on the morning of Saturday, August 15, 1964. This date can be long remembered as infamous—a day when the parents of retarded children are placed in the position of having to demonstrate in the state capitol. This is necessary since you have failed to recognize the needs for long term care of the retarded and have not implemented these needs in your five and one-half year term of office. You are not a hero to the people of California who have this tragic problem.

Let us review with you our struggle over the past three and one-half years.

1. 1961—Parents of the mentally retarded in Santa Clara County sent a delegation to Sacramento to meet with you to discuss the needs of our retarded children.
2. 1962—In the spring of 1962, after no action or apparent interest on the part of Sacramento, Mr. DiSalvo, a parent, distributed, and other parents circulated, petitions for a local state institution. We were able to obtain 30,000 signatures. The City Councils of Milpitas, Morgan Hill, Sunnyvale, Santa Clara, and San Jose, and the Santa Clara County Board of Supervisors sent resolutions to you, recommending a state institution for the profoundly retarded, requiring long term care.

YOUR Business Manager's COLUMN

By RONALD T. WEAKLEY

(Continued from Page One)

which demand maintenance of the status quo, cry out that the Union is remiss in not settling grievances. Sort of a damned if you do and damned if you don't set-up, with no tangible improvement for the affected membership.

2. We can go to the law where we find red tape and management retaliation the usual barriers to early and equitable decisions.

3. We can shut down the job and stand the test of putting our Union on the line if we wish to breach our

contracts and face the legal penalties for such action.

The foregoing alternatives are, in the first two instances, practiced to some degree. We have filed many grievances, settled many grievances and have arbitrated many grievances. We have plenty left in the mill.

We have gone to the law on safety, veterans' rights, unfair labor practices and other matters. We shall continue to do so where other measures fail to produce proper satisfaction. We have some such cases in the mill

3. 1962—In July we met with representatives from your office and were promised a 750 bed institution and a 350 bed multi-purpose center to be located in Santa Clara County.
4. 1962—In October of 1962 the Board of Supervisors of Santa Clara County directed the Director of Public Health to develop plans for comprehensive services for the retarded.
5. 1963—In the spring of 1963 the Director of Public Health was informed by representatives of the State Department of Mental Hygiene, that there would be no 750 bed facility, no 350 bed facility, but only a 250 bed multi-purpose center for short term care of the retarded.
6. 1964—In June of 1964 the Director of the State Department of Mental Hygiene informed us that they would build a 500 bed state facility.
7. 1964—On July 8, 1964 representatives of Santa Clara County and County officials met in Sacramento to negotiate for the 500 bed unit previously discussed by Winslow Christian and Dr. Lowry. The hopes of the county representatives were dashed when Dr. Lowry made it clear that the Department of Mental Hygiene proposal was for medical care only and that the Department would provide only for medical and psychiatric services for the mentally retarded. He had no proposal for those needing long term care and felt that it was not a function for his department.

For the record—Santa Clara County has more services for the mentally retarded than any other county in the state (see Study Commission report). In spite of this, the needs for long term care have not been met. At present 400 are in State hospitals from this county and 250 are on the waiting list. These retarded are not able to participate in community programs but are not medical cases.

Our position is as follows:

We basically disagree with the State Department of Mental Hygiene's philosophy of refusing to care for the desperate long term cases.

We do not want our retarded children in State Hospitals for the mentally ill.

We do not want the State to encourage private enterprise to warehouse our children in nursing homes, for profit.

We do not believe that the past four years of indecision on the part of the State Department of Mental Hygiene has been good for our mental health.

We do not believe that the parents of the retarded have been fairly represented when policy has been developed. We do believe that our State Institutions give us the service and security that we want for our children.

We do, however, want our children closer to home.

We do need the security of knowing that our choice of placement will not be changed.

We do believe that the State, and society as a whole, has a responsibility to the profoundly retarded child and his tortured family.

We, furthermore, have the justification and intestinal fortitude to do something about it.

Sincerely yours,
Angelo DiSalvo
Chairman
Committee for State Facilities
for the Mentally Retarded

(Editor's Note: The foregoing was submitted by a San Jose member who is deeply involved in this problem.)

right now.

The third alternative is not a practice of this Union nor should it be if we are to comply with the laws of contract, the laws of land, and the laws of the I.B.E.W. The only exception that may be understandable although technically illegal, is compliance with the fundamental law of self-preservation when people are directed to expose life and limb to obvious danger. This exception transcends any contractual or other legal responsibility and under the proper circumstances, demands support by this Union or any other union of human beings.

What then should be done to handle these sticky problems of change within a contract term? I say that what we are presently trying to do is the proper method of approach toward reasonable result—the working-out of reasonable interpretations.

We work out contract interpretations at the top level. We adjust certain wages and conditions for certain classifications by memorandum agreements. We adjust progressions and job standards through our Apprenticeship Committee and we set up new jobs, rates and conditions to meet new situations, through the medium of the concept of a "living agreement."

As a result, more people derive more profit and more problems are settled than in a situation where all of the beefs are saved up and thrown across the bargaining tables at the end of our contract terms.

The most urgent area of activity concerning interpretations involves the "Hours" Title of our PG&E Physical Agreement. Much work has been put in by both parties to the Agreement and we are approaching a position of tentative accord on the principles which apply to the question of working periods in general.

The development of language setting forth this important interpretation is also underway as we use the backlog of "hours" grievances to find acceptable joint answers to many conflicting words now found in our Agreement.

It is our sincere hope that the great majority of those who must work under the provisions of Title 202, will be reasonably satisfied with the results of our efforts to clarify and interpret this Title in a manner which is equitable and workable for all concerned.

It is also our hope that we shall be able to complete our work on Title 202 before the end of this year and in any event, that we shall soon resolve the long-standing division between the parties as to how present language may be properly adapted to daily situations which occur on the job.

What Worries Consumers Most?

By SIDNEY MARGOLIUS

Consumer Expert for The Utility Reporter

Housewives, wage-earners and representatives of community organizations have had an unusual opportunity at a series of conferences to tell businessmen their complaints and buying problems. The conferences have been sponsored by Esther Peterson, President Johnson's consumer assistant, in conjunction with local organizations at St. Louis, Salt Lake City and Detroit, with one in Atlanta also scheduled.

These conferences have been useful in showing the wide extent of consumer problems, and that businessmen are beginning to regard these consumer complaints as serious and widespread. There has been a long and still sometimes persistent tendency among businessmen to belittle consumer complaints as stirred up by a handful of "professional consumers," or confined to just fringe rackets.

But now the business men are getting worried on their own account. At the Great Lakes consumer conference, co-sponsored by the Michigan Credit Union League, which we covered, we counted four representatives from the National Association of Manufacturers; two from national and local Chambers of Commerce; three from the largest soap and toiletries manufacturer, who is also the largest national advertiser; three from the local utility company, as well as actually hundreds of others from grocery chains, loan companies, large food manufacturers, advertising agencies and other businesses.

For at the conference, the ordinary consumers among the 1500 people in attendance, were backed up by well-informed and articulate representatives from labor unions, credit unions, consumer co-ops, family service agencies and other community organizations. The representatives of the Michigan and Ohio state federations of labor proved to be powerhouses of facts and figures in stating their determination to secure a redress of the high installment fees and other overcharges working people pay out of their hard-won wage gains.

It will be useful to you in your own family money management to know what were the most-frequent consumer problems and complaints reported at the conference by individual consumers and representatives of community organizations.

THE PRICE OF FOOD proved to be a subject of controversy. People from the food industry tried to answer this complaint by quoting the U.S. Agriculture Department to the effect that "food is a bargain," which is a worn-out promotional slogan used over and over by the department through successive administrations. It was also argued that food now takes a smaller share of wage-earners' income.

But consumer representatives pointed out that food prices actually have gone up more than other non-food commodities such as appliances and clothing, and the only reasons food takes a smaller percentage of income today than in earlier

years, is that (1) wage-earners have managed to win income increases and (2) farmers have helped restrain food prices from further advances through currently higher production per acre by means of mechanization, improved fertilization techniques, etc. In short, it isn't the food retailers and manufacturers who are responsible for the fact that food prices now take a somewhat smaller share of income, but unions and farmers.

A special complaint was the fact that retail meat prices had not come down some months ago in the same proportion as the sharp decline in livestock prices at that time. It was pointed out that retailers nowadays tend to keep meat prices more level, rather than follow the fluctuations of wholesale prices to the same degree as before, and instead, to offer more specials. To keep meat costs down, you have to look for these specials now more than ever.

DOES ADVERTISING ADD TO COSTS? Advertising men at the conference said no; the \$12 billion a year spent on all advertising adds only \$25-\$30 a year to each family's costs. But consumer representatives pointed out that the real answer is not just the cost of the advertising. In the hands of large companies who can dominate the home television screen, advertising has become the means of dominating the market and getting a higher price in many categories of products. It was pointed out that in the case of many products, even though they may be exactly the same, as in the example of bleaches, the most-advertised brand sells the best even though it is the highest priced.

SHOULD INTEREST RATES BE STATED AS A TRUE PER-ANNUUM RATE? This is the issue on which businessmen appeared to fight the hardest. For one thing, they tended to insist that only a minority of families get into trouble in buying on installment plans,

Buyers' Bailiwick

and may need additional legal protection. For another, loan-company representatives said they already do state the true interest rate. But it was pointed out that they state the monthly rate; that 1½ per cent a month is really 18 per cent a year, and 2½ a month is really 30 a year. Moreover, while some families may get into actual difficulties the 50 per cent of families who do habitually buy on installments suffer a constant and unnecessarily wasteful drain of family resources.

TRADING STAMPS were criticized by most consumers, although a few women said they found this was an easy way to get birthday gifts. One session of the conference voted overwhelmingly their preference for reduced prices rather than the stamps. One supermarket operator at the conference reported that stamps do add to food prices.

COUPON OFFERS: Consumers said they would prefer lower prices and improved quality to the many coupon offers, and manufacturer representatives admitted that the coupons have proved to be an expensive way to stimulate business.

HIGH DRUG PRICES were mentioned many times,

especially by older people. One drug retailer said there had been a small reduction in prices of antibiotics recently, but he himself did not believe the reduction was large enough. The representative of the Michigan Pharmaceutical Association told this reporter he was going to propose a program of education for older people to help them buy pharmaceutical needs at lower prices.

One interesting phenomenon was that some of the business people at the conference presumably there to answer consumer complaints, began to voice complaints about some problems they themselves encountered as family shoppers. For example, the marketing manufacturer for an Ohio manufacturer complained that a facial-tissue manufacturer now was packing tissues in such odd amounts as 402 in a box, so that she had trouble comparing prices. She said she had become convinced that many of the lower-priced products are "non-brand" name products of the larger companies who manufacture the advertised brands, and that the product is the same but not the label.

About Those Encyclopedia "Surveys"

Parents' Magazine Enterprises, Inc., and its wholly-owned subsidiary, Parents' Magazine's Cultural Institute, Inc., both at 52 Vanderbilt Ave., New York City, are required by a consent order issued by the Federal Trade Commission to stop misrepresenting that their encyclopedia sales representatives are making surveys and that their salesmen are teachers or affiliated with an educational institution.

The concerns also must stop making false pricing, savings, endorsement and "free" claims, using fictitious questionnaires, misrepresenting that prospective purchasers have been especially selected, and using book samples for demonstrations which have covers unlike and superior to those actually sold without disclosing such fact.

According to the complaint, the concerns sell encyclopedia sets, research services, other books and various magazines through their house-to-house salesmen and representatives.

Contrary to statements and representations made by these salesmen and representatives, and various tactics employed by them concerning business methods and other matters of the concerns, the complaint charges that:

- Encyclopedia salesmen are not engaged in making surveys;

- Printed questionnaires were not used in making surveys but were used solely to gain entrance into prospects' homes;

- Salesmen and representatives were not necessarily teachers or representatives of an educational system but were essentially and primarily salesmen whose sole objective was to sell publications and services;

- The quoted price on encyclopedia sets was not an introductory or reduced price but the regular price of the sets;

- The New Wonder World encyclopedia set was not obtainable in exchange for a testimonial regarding the set, plus a small introductory price of the set, but was obtainable only at the regular price;

- Books purchased and received from the concerns were not bound with soft pliable backs as were the samples but were bound with rigid covers.

The order halting these false, misleading and deceptive practices was contained in an agreement between the concerns and FTC staff counsel, which the commission accepted.

The agreement is for settlement purposes only and does not constitute an admission by respondents that they have violated the law.

YOUR MONEY'S WORTH

by Sidney Margolius

SHOP FOR A MORTGAGE

COMPARISON-SHOP MORTGAGES JUST AS YOU SHOP ANY OTHER NEED TO SEE WHO HAS LOWEST PRICE. THE INTEREST RATE YOU PAY AND NUMBER OF YEARS YOU TAKE TO REPAY, CAN MAKE A DIFFERENCE OF ACTUALLY THOUSANDS OF DOLLARS IN THE FINAL COST OF YOUR HOME. NOWADAYS SOME BANKS CHARGE UP TO ONE-HALF OF 1 PER CENT LESS THAN OTHER LENDERS. A DIFFERENCE OF ONE-HALF OF 1 PER CENT CAN MAKE A DIFFERENCE OF ALMOST \$1800 IN TOTAL PAYMENTS ON A \$16,000 MORTGAGE FOR 30 YEARS.

WATCH CLOSING COSTS, TOO. SOME LENDERS CHARGE EXTRA FEES. THIS IS A FORM OF HIDDEN INTEREST CHARGE. ASK BEFOREHAND WHAT CLOSING COSTS YOU WILL BE CHARGED, AND COMPARE THESE FEES AMONG DIFFERENT LOCAL MORTGAGE LENDERS.

GIVE YOUR DOLLAR MORE POWER WHEN YOUR FAMILY SHOPS FOR WOMEN'S AND CHILDREN'S APPAREL. INSIST ON THE LABEL AT THE RIGHT. WHEN YOU BUY UPHOLSTERY ASK FOR THE LABEL ON THE LEFT.

UNION LABEL
INT'L LADIES GARMENT WORKERS UNION
ILGWU

"Let the word go forth . . ."

**The Inaugural Address of
John Fitzgerald Kennedy
President of the United States
Washington, D.C.
January 20, 1961**

Mr. Chief Justice, President Eisenhower, Vice President Nixon, President Truman, Reverend Clergy, Fellow Citizens, we observe today not a victory of party, but a celebration of freedom—symbolizing an end as well as a beginning—signifying renewal, as well as change. For I have sworn before you and Almighty God the same solemn oath our forebears prescribed nearly a century and three quarters ago. The world is very different now. For man holds in his mortal hands the power to abolish all forms of human poverty and all forms of human life. And yet the same revolutionary beliefs for which our forebears fought are still at issue around the globe—the belief that the rights of man come not from the generosity of the state, but from the hand of God.

We dare not forget today that we are the heirs of that first revolution. Let the word go forth from this time and place, to friend and foe alike, that the torch has been passed to a new generation of Americans—born in this century, tempered by war, disciplined by a hard and bitter peace, proud of our ancient heritage—and unwilling to witness or permit the slow undoing of those human rights to which this Nation has always been committed, and to which we are committed today at home and around the world.

Let every nation know, whether it wishes us well or ill, that we shall pay any price, bear any burden, meet any hardship, support any friend oppose any foe, in order to assure the survival and the success of liberty. This much we pledge—and more.

To those old allies whose cultural and spiritual origins we share, we pledge the loyalty of faithful friends. United, there is little we cannot do in a host of cooperative ventures. Divided, there is little we can do—for we dare not meet a powerful challenge at odds and split asunder.

To those new States whom we welcome to the ranks of the free, we pledge our words that one form of colonial control shall not have passed away merely to be replaced by a far greater iron tyranny. We shall not always expect to find them supporting our view. But we shall always hope to find them strongly supporting their own freedom—and to remember that, in the past, those who foolishly sought power by riding the back of the tiger ended up inside.



To those people in the huts and villages across the globe struggling to break the bonds of mass misery, we pledge our best efforts to help them help themselves, for whatever period is required—not because the Communists may be doing it, not because we seek their votes, but because it is right. If a free society cannot help the many who are poor, it cannot save the few who are rich.

To our sister republics south of the border,

we offer a special pledge—to convert our good words into good deeds, in a new alliance for progress, to assist free men and free governments in casting off the chains of poverty. But this peaceful revolution of hope cannot become the prey of hostile powers. Let all our neighbors know that we shall join with them to oppose aggression or subversion anywhere in the Americas. And let every other power know that this hemisphere intends to remain the master of its own house.

STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

Date of Filing: 10/1/64. Title of Publication: Utility Reporter. Frequency of Issue: Monthly. Location of Known Office of Publication: 1918 Grove Street, Oakland, Alameda County, California 94612; Location of the Headquarters or General Business Offices of the Publishers: 1918 Grove Street, Oakland, Alameda County, California 94612. Publisher: International Brotherhood of Electrical Wkrs., Local 1245, 1918 Grove St., Oakland. Editor: Ronald T. Weakley, 1918 Grove Street, Oakland, California 94612; Managing Editor: Bruce J. Lockey, 1918 Grove Street, Oakland, California 94612.

Owner: International Brotherhood of Electrical Workers, Local Union 1245, AFL-CIO, 1918 Grove Street, Oakland, California 94612.

Known bondholders, mortgagees and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities: None.

	Average No. Copies Each Issue During Preceding 12 Months	Single Issue Nearest To Filing Date
TOTAL NO. COPIES PRINTED	12,500	12,500
PAID CIRCULATION:		
1. To term subscribers by mail, carrier delivery or by other means	10,588	10,808
2. Sales through agents, news dealers, or otherwise	—	—
FREE DISTRIBUTION (including samples) BY MAIL, CARRIER DELIVERY, OR BY OTHER MEANS:		
TOTAL NO. OF COPIES DISTRIBUTED	1,209	1,196
	11,797	12,004

I certify that the statements made by me above are correct and complete.
 Ronald T. Weakley, Business Manager

POD Form 3526 Aug. 1963



the utility reporter



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Published monthly at 1918 Grove Street, Oakland, Calif. 94612 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

that the torch has been passed to a new generation of Americans

To that world assembly of sovereign states, the United Nations, our last best hope in an age where the instruments of war have far outpaced the instruments of peace, we renew our pledge of support—to prevent it from becoming merely a forum for invective—to strengthen its shield of the new and the weak—and to enlarge the area in which its writ may run.

Finally, to those nations who would make themselves our adversary, we offer not a pledge but a request: that both sides begin anew the quest for peace, before the dark powers of destruction unleashed by science engulf all humanity in planned or accidental self-destruction.

We dare not tempt them with weakness. For only when our arms are sufficient beyond doubt can we be certain beyond doubt that they will never be employed.

But neither can two great and powerful groups of nations take comfort from our present course—both sides overburdened by the cost of modern weapons, both rightly alarmed by the steady spread of the deadly atom, yet both racing to alter that uncertain balance of terror that stays the hand of mankind's final war.

So let us begin anew—remembering on both sides that civility is not a sign of weakness, and sincerity is always subject to proof. Let us never negotiate out of fear. But let us never fear to negotiate.

Let both sides explore what problems unite us instead of laboring those problems which divide us.

Let both sides, for the first time, formulate

serious and precise proposals for the inspection and control of arms—and bring the absolute power to destroy other nations under the absolute control of all nations.

Let both sides seek to invoke the wonders of science instead of its terrors. Together let us explore the stars, conquer the deserts, eradicate disease, tap the ocean depths, and encourage the arts and commerce.

Let both sides unite to heed in all corners of the earth the command of Isaiah—to “undo the heavy burdens and to let the oppressed go free.”

And if a beachhead of cooperation may push back the jungle of suspicion, let both sides join in creating a new endeavor, not a new balance of power, but a new world of law, where the strong are just and the weak secure and the peace preserved.

All this will not be finished in the first 100 days. Nor will it be finished in the first 1,000 days, nor in the life of this administration, nor even perhaps in our lifetime on this planet. But let us begin.

In your hands, my fellow citizens, more than in mine, will rest the final success or failure of our course. Since this country was founded, each generation of Americans has been summoned to give testimony to its national loyalty. The graves of young Americans who answered the call to service are found around the globe.

Now the trumpet summons us again—not as a call to bear arms, though arms we need; not as a call to battle, though embattled we

are; but a call to bear the burden of a long twilight struggle, year in, and year out, “rejoicing in hope, patient in tribulation”—a struggle against the common enemies of man; tyranny, poverty, disease, and war itself.

Can we forge against these enemies a grand and global alliance, North and South, East and West, that can assure a more fruitful life for all mankind? Will you join in that historic effort?

In the long history of the world, only a few generations have been granted the role of defending freedom in its hour of maximum danger. I do not shrink from this responsibility—I welcome it. I do not believe that any of us would exchange places with any other people or any other generation. The energy, the faith, the devotion which we bring to this endeavor will light our country and all who serve it—and the glow from that fire can truly light the world.

And so, my fellow Americans, ask not what your country can do for you: Ask what you can do for your country.

My fellow citizens of the world: Ask not what America will do for you, but what together we can do for the freedom of man.

Finally, whether you are citizens of America or citizens of the world, ask of us the same high standards of strength and sacrifice which we ask of you. With a good conscience our only sure reward, with history the final judge of our deeds, let us go forth to lead the land we love, asking His blessing and His help but knowing that here on earth God's work must truly be our own.

The following new applications were received in this office July 27 through August 21, 1964:

NEW —A— MEMBERS

Edward Andrade
Thomas C. Conwell
Gene W. Enders
James F. Klick
Frank Montoya

NEW —BA— MEMBERS

SAN JOAQUIN

Willie H. Avery
Arthur L. Black
Dwayne Caldwell
Carl S. Lombardo
G. Kent Persel
Jerome A. Stroud

SAN JOSE

Patricia Brady
Raymond W. Carino
Oziel Chavez
Bruce E. Emig
George Flores
Jim Hill
Iola H. Joy
Larry Penrose
John R. Sebring

PIPE LINE OPERATIONS

Robert E. Burkholder

CENTRAL STORES

Ashton Villia

EAST BAY

Clayton D. Bowers
Angelo S. Gouletas
Joseph J. Grimm
James J. Hallissy
David R. Hicks
James D. Lane
Kerry Simmons
William F. Wilson

SAN FRANCISCO

Larry D. Corbin
Barry R. Elison
Henry W. Jenkins
Richard Mifsud
Elbert N. Robinson

STOCKTON

Harold E. Anderson
Ronald D. Copin
Steve Granlees

CITY OF ALAMEDA

Westal R. Karcher

SACRAMENTO TRANSIT

Dennis S. Winch

SHASTA

Charles L. Beagle
Roger L. Taylor
Roland Toney

SIERRA PACIFIC

Geoffrey Giambruno
Mary E. Harrison
Ellen M. Kirkley
Neil C. Lervig
Claudette McCulloch
Gordon McDermott
Barbara A. Oliphant

NORTH BAY

Richard A. Hardy
Harvey H. Stratton
Hugh M. Tilley

S. M. U. D.

Oscar J. Bingen

U. S. BUREAU

Dante Bondietti
Orval C. Campbell
Charles E. Cochran
Hobart J. Dayhoff
Norris B. Edmonson
Chester C. Geil
William T. Henry
Antonio R. Ruiz
Clarence L. Sanstead
Ralph W. Warren

CITIZENS UTILITIES

Virginia F. Adams
Jeanette P. Couch

GENERAL CONSTRUCTION

Donald A. Bates
Leonard E. Bolen
David W. Crawford
Stephen R. Echols
Kenny E. Duke
Geoffrey G. Earnshaw
Dave H. Fritter
Douglas Glass
Donald H. Hinchman



Members

Hurchell Leroux
Jerry Lindley
Stanley L. Moore
Charles A. Nelson
Richard C. Pearson
Ralph W. Power
Joseph L. Smith
Edwin A. Steffen
James E. Stewart
Rodney K. Thompson
John A. Underhill
DAVEY TREE SURGERY
Warren G. Christian
Tom Freer
Mike E. Gray
Cleo T. Wooton

The following New Applications were received in this office August 24 through August 31, 1964.

NEW—BA—MEMBERS

SAN JOSE

Jack H. DeVries
Thomas E. Dunne
Bette M. Rayner
Dewey B. Reynolds

EAST BAY

James P. Muldoon
John J. Reichert

DE SABLA

Thomas P. Hegenbart

DRUM

Edwin W. Atkinson

COLGATE

Jack Sampley

NORTH BAY

Ernie MacKenzie

S.M.U.D.

Ronald M. Vierra

U.S. BUREAU

Howard W. Bucher
Robert N. Davidson
Jack E. Johnson
Ray G. Moline

CITIZENS UTILITIES

Miriam A. Shier

GENERAL CONSTRUCTION

Daniel J. Azevedo
Fred Mazzei, Jr.
Leonard Rickenhour
David J. Yancey

The following new applications were received in this office Sept. 1 through Sept. 25, 1964:

NEW -A- APPLICATIONS

Richard E. Burke
Robert C. Dedrich
Russell Harris
John L. Wallace
Wayne D. Wells

NEW -BA- APPLICATIONS

SAN JOAQUIN

Marvin Daniels
Robert E. Keyser
Ray C. Kidder
Don Marks
John Ortiz, Jr.

COAST VALLEYS

Lawrence C. Noel
Archie Walter Pitts
James J. Rich
Pete R. Savoy
Jay A. Smith
Eulace M. Thomas

PIPELINE OPERATIONS

Thomas L. Gibson

SAN JOSE

Ronald R. Bernstein
Wilbur L. Fisher
Oral George
Robert A. Moore
Marjorie Morgan
Ray Tony Schoch
Alfred Pete Senger
Benjamin F. Thompson

STAN PAC

Stephen H. Flechsing
Bennie Lee Carter

EAST BAY

William L. Abitz
Vercil L. Belcher
Douglas L. Bellinger
Donell Berry
Paul Brochheuser
James L. Brown
Manuel L. Gonsalves
John O. Gueltzow, Jr.
Daniel L. Harr
Clair W. Jacobsen
William W. Oberg
Robert A. Sanders
Gary J. Singleton
Timothy C. Smith
Robert D. Taylor

SAN FRANCISCO

Aulton John Allison
James Autry
Donald L. Baker
David F. Burchards
Edward J. Carnival
Thomas E. Clements
Jerry McGouirk
Robert J. Olson
Leo Sanders
Robert M. Silvester

GENERAL OFFICE

Joslyn Yvonne Bradford
Diane Lorraine James
Joann E. Knox
Rosa Saucedo
Sonia Yee

STOCKTON

Lester B. Brown

Nancy J. Reeves

SHASTA

Ernest L. Schorlig

SIERRA PACIFIC

Lee Neal Bates
Paul Y. Bechtel
Janet L. Davis
Joseph E. Fuetsch
Henry Dennis Gotcher
Fleet H. Harrison
Robert Leslie Jenkins
Wendell A. Rupp
Fred Van Ornum
James F. Vincent
Bill D. Walker

DRUM

Dale D. Adamsen

NEVADA IRRIGATION

Paul E. Sparks

COLGATE

Lowell F. Rosanbalm
Waldo K. Yates

NORTH BAY

William K. Nata

S.M.U.D.

Jimmie D. Alcorn

A. G. Lonsway

James L. Strawhecker

SACRAMENTO

Jerry A. Gedney

U.S. BUREAU

John M. Borejko

CITIZENS UTILITIES

Betty M. Jones

GENERAL CONSTRUCTION

Webster L. Brown, Jr.
Kenneth D. Englee
Jack B. Field
Kenny Glover
John G. Gorman
James D. Greer
Arden H. Jensen
Paul Kessinger
George Langley
Wayne L. Marshbank
John A. Martinez
Edward H. Pedersen, Jr.
Wayne F. Province
Rex J. Randall
James L. Sacco
Alvin E. Singletary
Alvin M. Thornton
V. R. Videgain
Ronald L. Wilmot
Robert J. Wilson

DAVEY TREE

Marvin Deatherage
Jerry R. Marshall
Keith W. Moran
Larry O. Noggle
Rudolf Zoellmer

The following new applications were received in this office Sept. 28th through Oct. 23, 1964.

NEW—A—MEMBERS

Joseph E. Cox
James Crandall
Henry Everett
Ronald L. Frisch
Harley J. Kamp
Roy L. Killion
Roger L. Koford
W. O. Rodgers
H. G. Volquardsen
Richard Wanous

NEW—BA—MEMBERS

SAN JOAQUIN

Leo Coleman, Jr.
Gail D. Mizner
Gary H. Parker

COAST VALLEYS

James A. Anderson
James A. Gray
Clifford Tom

SAN JOSE

Richard Gauthier
William S. Hennings
Norman R. Ice
David P. Rauen
Jack J. Rochette
Marcene Wrzesien

CENTRAL STORES

Vernon Leonard Blair
Mervyn J. Burford

EAST BAY

Foy D. Belvin
Harry G. Carr
James E. Clancy
Leroy Coleman
Dan F. Crockell
Ronald J. Gordon
James E. Harris
Russell B. Lentz
Thomas J. Mazzie
Andrew F. Nantz
Michael D. Radke
Clifford M. Ray
Thomas E. Robinson
Edward B. Smith
Rulon Karl Wells
Brian H. Wilson

SAN FRANCISCO

Michael B. Pagnini
John E. Pangburn

GENERAL OFFICE

Jacqueline B. Bernal
Patricia M. Ceballos

STOCKTON

Kenneth Lee Carpenter
Charles C. Drinkwine
Charles N. Griggs
Louie J. Hance
Dorris M. Livingston
Delbert Lee Nichelsen
Catherine N. Stewart

TRANSIT AUTHORITY

Patrick W. Toland

HUMBOLDT

Dennis Lee Daniels
Norman K. Hibser
Margaret Badie
Doris L. Compston
Gary L. Koepnick
Leonard Marvin Paulson, Jr.
Michael Lee Rybolt
William R. Terkla
Russell L. Wheeler

DE SABLA

Herbert E. Stansbury

DRUM

Jerry Haines

NEVADA IRRIGATION

John G. Huber
Robert E. McCoy

(Continued next month)

NOTE: the features:
"New Stewards"
"Retired Members"
and
"In Memoriam"
will return next month.

SHOP STEWARD'S CONFERENCE HELD IN SAN JOSE

By Orville Owen

Thirty-three Clerical and Physical Shop Stewards representing Local 1245 members in the San Jose Division participated in an all day Shop Stewards conference, Saturday, October 3, 1964, at Original Joe's in San Jose.

Representing the Clerical members were Stewards Vera LaBelle, Sonja Romera, James Rodden, Noel Ellis, Dick Carlson, Joe Cirone, Bill Harrigan and Clerical Grievance Committee Representative Shirley McPherson.

Physical Stewards in attendance were Roy Castiglioni, Bill Hirth, James Swiger, Claude Neill, James Johnson, Lou Ferrario, Robert Smethurst, Bill Hope, Eugene Smith, Dan Ames, Charles Bertuccelli, Max Hoberg, Percy Rome, Frank Ferrario, and Jess Urrea, who is also a member of the Union's Grievance



Business Manager Ronald T. Weakley welcomes the San Jose Shop Stewards to the Saturday conference at Original Joe's. Also at the head table are Assistant Business Manager L. L.

Mitchell, left, and Business Representative Orville Owen, right. Facing the camera are Clerical Stewards Vera La Belle, right, Shirley McPherson (partially hidden) and Sonja Romera.

Committee. Art Barson, who is a member of the Union's Grievance Committee as well as the Advisory Council member from the San Jose Division, also was in attendance.

Representing Local 1245 Executive Board were President Leland Thomas Jr., former Recording Secretary Henry B.

Lucas and Board Member at Large Tony Boker. Business Manager Ronald T. Weakley, Asst. Business Managers L. L. Mitchell and Dan J. McPeak, Business Representatives Bruce Lockey and Orville Owen were also in attendance.

J. Lytle Gibson, San Jose Division Personnel Manager was

an invited guest speaker and offered interesting comments on the responsibilities of both Company Supervisors and Union Shop Stewards in joint effort and assistance in administration of the agreement.

The conference program consisted of a review of the Shop Stewards duties, the

grievance process and organizing programs. Developed from this conference was the expressed desire by Stewards in attendance for a comprehensive Shop Stewards Educational and Training Program which would assist them in performing their Shop Steward's appointment.

G. C. Member's Story of Being Born into a Raw World

(Continued from Page One)

Eventually, help arrived: the ambulances from Elko, Nevada. We were freed from the wreckage at 5:30 and in Elko at 7:30.

God was with us on that ride. My family was spared.

After a stay in Elko, I was flown to Oakland and eventually, May 31, was admitted to the Veterans Hospital in Long Beach.

Doctors have told me I would be bedridden the rest of my life, that my arms would be useless.

But through the care, the various kinds of therapy, the donations which had been made already to Spinal Cord Research, Veterans Assistance League—I can push a wheelchair, pull 100 pound weights, eat, shave, etc.

I am devoted to Dr. Bors, chief of the spinal cord injury service, his staff, the Veterans Assistance League, and the Spinal Cord Research

foundation for making this possible.

I am still paralyzed from the upper chest down, including my fingers and hands which puts me in the quadriplegic classification but by special adapters I do the above mentioned things.

(Editor's Note: In characteristic modesty which hides his tremendous energy and drive, John does not include in this account his ability to write clearly and well. This story was submitted to us in John's handwriting; we have been able to read every word easily and have not had to change one word.)

There are so many others who are much worse off than I. Men who have been hand-fed for years, who sit in a chair or in a bed only moving their head, and in some cases just their eyes—men and women who, must, like myself, have bowel care. Kidneys can malfunction at any time.

I have seen, and I have had, bed ulcers because of other hospitals' lack of knowledge of the complications of spinal cord injury. There are men here who at one time were healthy 170 to 200 pounders—withered down to 100 pounds.

Research and donations in the past have kept many alive. Very few have walked again. Maybe I will, and maybe I won't, but my goal is to try to raise funds for research and development through the Veterans Assistance League so that some day, a spinal cord injury through a broken neck or back may be defeated and being born into a new world will be a thing of the past.

There is no discrimination in this dreaded injury: servicemen; children and housewives who fall in their home or at play. Auto wrecks, swimming accidents—this injury could occur in anyone's everyday life.

All medical information is passed on to spinal centers throughout the continent and world. Through your donation, and my Brothers', any amount—from the smallest to the largest—shall make my dreams, and those of our devoted research doctors, technicians, friends and relatives come true.

Donations may be sent to:
The Veterans Assistance League

160 North Hudson
Los Angeles 4, Calif.

or to:
Dr. Ernst Bors
Spinal Cord Injury Research Center
5901 East 7th
Long Beach, Calif. 90804

Thank you, sincerely,
/s/John D. Teller
Brother, Local 1245, IBEW
Ward C-1
U. S. Veterans Hospital
5901 East 7th
Long Beach, Calif.



WILLIAM R. MILLER

The new Treasurer of Local 1245 is Bill Miller, a Lineman from the U.S. Bureau of Reclamation in Tracy. Bill leaves his Advisory Council post representing Region II of the U.S.B.R. to assume this new position.



JAMES M. LYDON

James Lydon has been appointed by the Executive Board to fill the Central Area Executive Board vacancy created by the need to fill the Recording Secretary's job. Brother Lydon is a Light Crew Foreman in East Bay Division of PG&E. Prior to this appointment, Jim served Local 1245 as its Treasurer; he is also a Shop Steward and Chairman of Union's Grievance Committee in East Bay Division.

Lucas Leaves E. Board to join the Staff



RAYMOND L. ENSLEY

Raymond L. Ensley has resigned from the staff of Local 1245 to become a Deputy Labor Commissioner with the State of California. He will be reporting to the Los Angeles office of the Division of Labor Law Enforcement. His many friends in the Salinas area and throughout the system wish him well in his new endeavor.



FRANK ANDERSON

Assigned to Coast Valleys Division to replace "Spike" Ensley is Business Representative Frank Anderson. Frank will move from his assignment with General Construction members to fill his new post.



HENRY B. LUCAS

Appointed to the Staff by Business Manager Weakley to fill the organizing function is Henry B. "Hank" Lucas. Brother Lucas resigned his position as Recording Secretary in order to accept this appointment.



ANDREW A. CLAYTON

In order to fill the job of Recording Secretary Andrew Clayton has been appointed to that important position by the Executive Board under Article XVIII, Section 16 of the International Constitution. "Andy" was formerly the Central Area Executive Board Member.

by
FRED GOETZ

A bit of verbal rambling 'bout deer antlers:

Antlers are bony structures, characteristic of male members of the deer family. They differ from true horns as they are shed each year.

Bucks use their antlers for fighting purposes in the fall of the year, especially during the breeding season. Most of the fighting that occurs is more of a pushing match than mortal combat and usually the biggest animal is the victor.

Antlers oftentimes cause problems, especially when the bucks lock horns and neither can extricate himself. Death is usually the result for both animals when this happens.

In a knock-down, drag-out fight one deer may gore another to death, although this doesn't seem to happen very often.

Contrary to general belief, the points on the antler are not necessarily a sure-fire indicator of age.

Does are occasionally found with antlers. Usually those animals are incapable of bearing young.

* * *

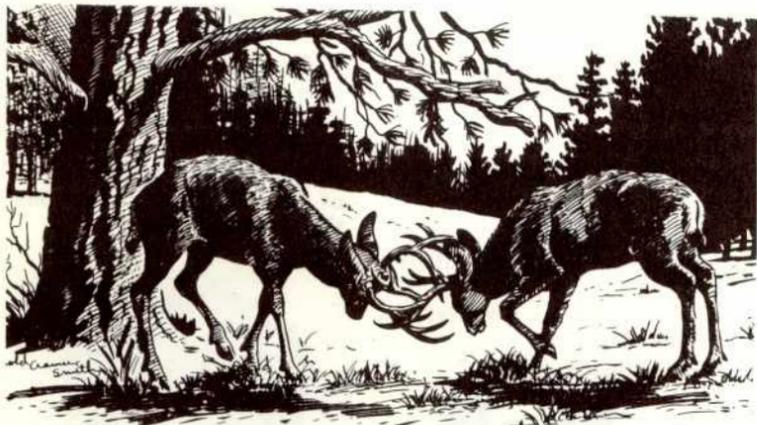
A frustrated and anonymous writer offers the following advice on how to get ready for a hunting trip:

- 1—Get organized
- 2—Talk to wife
- 3—Get reorganized
- 4—Talk to wife
- 5—Abandon whole idea
- 6—Talk to self.

lake fish, are overcrowded, they produce a substance which inhibits spawning, a natural means of birth control.

* * *

When a camp chore re-



One of the most heated arguments wherever fishermen gather is the age-old question, "Can fish see color?" Something new was added to this controversy in the quarterly bulletin of the Fish & Wildlife Service, "The Progressive Fish-Culturist." It's an article dealing with 101 trial tests made on several bluegills to determine their reaction to the color of red and green. From these tests it was concluded that 94 out of 101 times the panfish reacted to the color of red instead of green.

Until someone can pick a flaw in this scientific experiment, we'll have to go along with them. So, remember if that fish you're after wants a pink do-dad with yellow spots—by all means give it to him.

* * *

Biologists have discovered that when fish, particularly

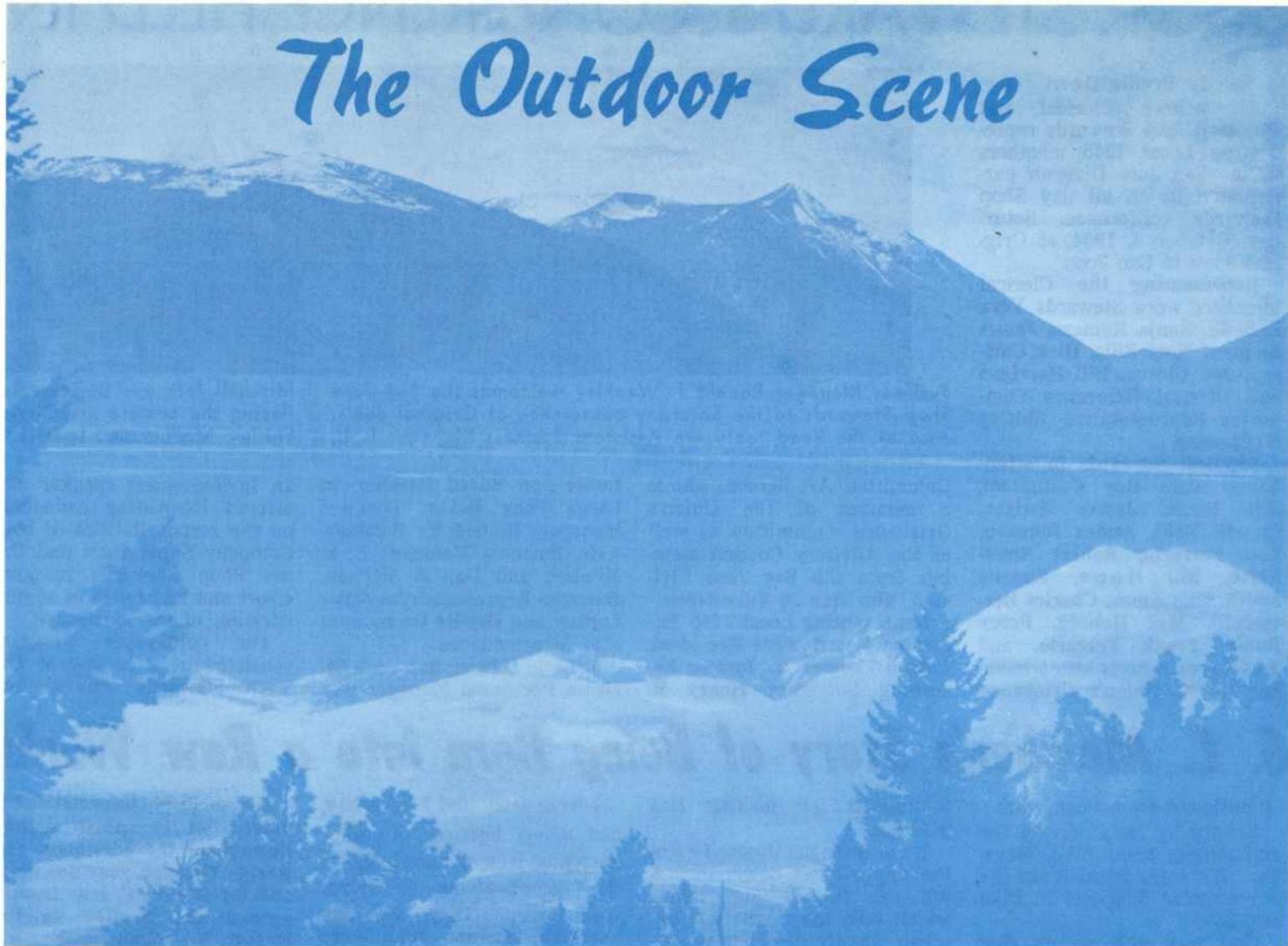
quires that a flashlight be held at a certain angle for a time, tape it to the handle of an axe driven into the ground or a stump. This idea comes in handy when dressing game away from home.

* * *

I.B.E.W. members—in good standing—and the members of their family—can earn a pair of the KROCADILE lures by sending in a photo or negative of a fishing or hunting scene—and a few words as to what the photo is all about. Send it to:

Fred Goetz
Dept. URKR
0216 S.W. Iowa
Portland, Oregon

The Outdoor Scene



safety roundup

by _____ sam casalina

Workmen's Compensation Benefits

Many questions are asked concerning what benefits are due an employee and his family if he is injured or killed during the course of his employment or because of a condition arising from it.

During the next few months, information regarding WORKMEN'S COMPENSATION will be reprinted directly from the California Industrial Accident Commission's pamphlet on this subject. You might want to clip out this information and keep it for future reference.*

*The statements contained herein are informative only and are purposely made in a general sense. Exceptions may apply to all of them, depending upon the facts in each case.

The purpose of this pamphlet is to explain the workmen's compensation laws of California, so that injured employees who believe that they may be entitled to compensation benefits may have a guide to assist them in presenting their claims.

Generally the benefits allowable are those provided by the law as it was in effect on the date of injury. Because there have been numerous changes made by the Legislature during recent years, an employee injured on one date may be entitled to more or less benefits than an employee injured on a different date. This pamphlet is based on the law

effective on September 15, 1961, and includes the amendments adopted at the 1961 Regular Session of the Legislature.

The complete Workmen's Compensation Act may be obtained from

State Printing Division
Documents Section
Sacramento 14, California
Price—\$1.56

Compensation Benefits

Various forms of benefits are allowable under the California law. These may be any or all of the following:

1. Medical Treatment

An injured employee is entitled to receive all medical surgical and hospital treatment essential to the cure or relief of the effects of an injury. This includes medicines, nursing care, transportation expense incident to treatment given and examinations ordered, medical and surgical supplies, orthopedic aids and prostheses, such as artificial eyes, arms, hands, legs and feet.

(Continued Next Month)



Ninth District Vice President W. L. Vinson, right, gives a certificate of appreciation to Newt Coats at the last Advisory Council Meeting. Both Brother Coats and Brother C. H. Hodgson, left, received 50 year membership pins from Brother Vinson, whose appointment as Ninth District Vice President to replace the late C. J. Foehn has recently been announced by the I.O. in Washington.