

Clerical closer to parity

PG&E Clerical Members have voted 480 to 82 to accept the four year agreement ratified by Physical Members as Proposal B.

The new offer, made at the request of Business Manager Weakley, was sent out in booklet form with a March 25 deadline for return of ballots to the Oakland Post Office where they were picked up and counted by the Executive Board.

The new, orange Clerical Agreements have just arrived from the printers and are now available for distribution.



At Lake Tahoe, a 4 kv jumper is installed by Sierra Pacific Lineman Frank Anderson and the bucketman who took this picture. See page three for more pictures of The Sierra Pacific Story.

YOUR Business Manager's COLUMN

Why do we have Local 1245?

By RONALD T. WEAKLEY

Union headquarters is a busy place these days. Aside from the heavy flow of routine items into and out of our office, we are engaged in a number of major endeavors in the interests of our members and the improvement of our Union's operations.

The Steam Generation Department of PG&E is one matter of current priority. Steam Operating Committees representing Local 1245 and PG&E are hard at work endeavoring to revise the Supplement to the Agreement covering our Steam Operating members. A number of meetings have been held to date. Exchanges of proposals have narrowed the unresolved issues to the basics involving new approaches to changing operations and procedures which PG&E is presently undertaking for future utilization of manpower to implement production efficiency programs.

Union's role in this instance is to work out agreeable methods of modifying Company's production decisions to meet the economic and security needs of our operating members. This is generally what is done by this Union. It is one of the most important reasons we have a union. If we didn't, management could adopt new methods and procedures arbitrarily rather than work out modifications necessary to the proper protection of interests of the affected membership.

We are also involved in discussions affecting the Water Department on PG&E with progress made for our Water members. This is a small department but equally important in our total objective—service to all members.

The Clerical membership is also being represented. We are now working on the problem of establishing an improved bidding procedure through exchanges of proposals and committee meetings.

In all of the foregoing instances, capable members off the job are deeply

involved along with myself and highly trained and competent members of my Staff. This is our way of making sure that the members from the job who have to work under the conditions set forth between Local 1245 and PG&E, have a voice in each instance where we make interim changes in our Departmental Supplements between periods of major Contract negotiations.

This costs money and demands a lot of paid Staff time. Yet, it is one of the many good reasons our people pay dues for democratic and competent representation by their Local Union.

Other matters of priority include working out major problems of interpretation and reducing the results to writing so that we don't have to pile up more and more formal grievances. Without this process, grievances would clog the machinery and irritate our members because of the long delays in getting answers.

Job bidding, the Master Apprenticeship Agreement, problems over the intent and application of Section 204.5, and other such matters are keeping our leadership people busy as well as those involved as skilled specialists from the Industrial Relations Department of PG&E, headed by Manager V. J. Thompson.

Over in Nevada, at Sierra Pacific Power, we are engaged in working out problems concerning work assignments in connection with underground services. This is a priority matter on that property, as well as on other properties.

Space does not begin to permit a full recitation here regarding all of the administrative and service activities performed for the entire membership every day by me and those full-time employees of Local 1245 who work under my direction.

These employees are dedicated, dili-



utility reporter

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Members free driver Trapped in wreckage

Yuba City

The dump truck had been turning left across State Sign Route 20, four miles west of Yuba City, when the VW plowed into it, pinning the driver.

A California Highway Patrol Sergeant was administering first aid when Business Representatives Ron Reynolds, Gar Ogletree, and Dean Cofer came on the scene. They set flares to warn the other drivers and to

prevent compiling accidents, but the VW was still jammed half-way underneath the truck and its driver could not be removed from the wreckage.

We are spread thin. We cover a tremendous geographical territory as we represent our members in a large number of private and public utility complexes which serve millions of customers through the competent efforts of many thousands of members who own and control the operation of Local 1245.

We do this despite the fact that we must engage a great percentage of time and effort in the necessary process of organizing the unorganized. This becomes a fundamental chore, due to lack of adequate Union security provisions in our labor-management contracts and representation arrangements. So be it; we must presently live with it.

We have a major responsibility with respect to our jurisdiction of outside line construction in connection with the great intertie systems now being constructed on the West Coast.

There are important matters which we must pay close attention to in the area of legislation. We cover the State Capitols of Sacramento and Carson City whenever lawmakers introduce and consider bills which might diminish the economic and social rights of our people. We also extend our efforts when progressive legislation is up for consideration and action, for the same reasons.

Sometimes, the Federal scene commands our attention and action when matters of concern to our working members are up for grabs.

Various commissions and agencies which regulate the performance and economics of the utility industry find us in the act concerning the effects of regulation on our members' security and economic welfare. Here too, we have trained and competent people from my office to provide such representation in any given situation.

We are part of Organized Labor. On most issues, we work together with other labor organizations, federations and councils. On some issues of peculiar interest to our own membership, we, on occasion, may find ourselves pursuing an independent policy or action which our union brothers outside of our house find to be in opposition to their policies and actions but that's the way the ball bounces now and then.

It takes time to handle jurisdictional disputes, interunion problems and the maintenance of good relations between our Union and other unions but we handle this, too, as a regular order of

business through meetings, conferences, conventions, etc.

We are also involved in community activities and in general public relations because no union as large and important as Local 1245 can crawl into a shell and exist in our present society without involvement.

The Executive Board develops and adopts policy under the provisions of our Local Union Bylaws and the I.B.E.W. Constitution. My office is charged with implementing policy, once it has been set forth by the Executive Board.

My office has the job of collecting revenue, accounting for it, and performing the detail of disbursement, but only the Executive Board has authority with regard to the expenditure of Local Union funds.

Some people mistakenly think that the Business Manager-Financial Secretary has some or all authority with regard to spending dues money. On the contrary, our Union laws restrict this responsibility to the Executive Board, which is also subject to final membership control.

As an elected officer, I work with our Board in a harmonious and cooperative manner. Running our Local Union office is another major responsibility which I hold. Our office employees are the kind of people you would expect them to be. They work hard, they know their jobs and they are proud to work for a membership such as that of Local 1245.

(Continued on page two)

Please send any correction of name, address or zip code
To 1918 Grove Street, Oakland, Calif. 94612

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the utility reporter

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One man—One vote

Senate Minority Leader Everett McKinley Dirksen of Illinois is engaged in a massive hypocritical performance which goes with his image as the silver-maned medicine man of TV fame.

He is the author of a resolution calling on Congress to convene a "constitutional convention" to initiate an amendment to overturn one man, one vote apportionment of state legislatures and give back minority control of one house of a legislature.

To date, 32 state legislatures are reported to have passed resolutions of some sort over a period of years calling for a constitutional amendment on reapportionment. Constitutional experts have challenged the validity of many of the resolutions—most of which were passed by minority-controlled legislatures before reapportionment.

Under a never-used section of the Constitution, amendments can be proposed by a constitutional convention summoned on call of two-thirds of the state legislators—34 of the 50 states.

Dirksen prattles about how this gimmick could bypass the executive branch of government and the judiciary and open the door to a sweeping revision of the U. S. Constitution by such a convention.

The U. S. Senate has twice dumped "Ev" when he tried to get his pitch passed by that august body. The wily old fox is now trying to pressure the Senate by stirring up the state legislatures to create a movement which would, in turn, force the Senate to buy his medicine rather than allow preemption by a "constitutional convention call."

Old "Ev" is supported by many Republican legislators who would benefit by a return to the principle of minority control in state legislatures. He is having some trouble where Republican legislators got lucky as a result of reapportionment.

He is also supported by the big-money interests, some powerful Republicans, the extreme right wing and some Democrats where their selfish personal power desires could be accommodated through adoption of Dirksen's proposal.

Now to the hypocrisy. Dirksen has eloquently reminded his colleagues and the public that in his view, the U.S.A. is a republic, not a democracy.

A republican form of government, according to some dictionaries, is "a commonwealth; a state in which the exercise of sovereign power is lodged in representatives elected by the people. In modern usage, it differs from a democracy or democratic state, in which the people exercise the powers of sovereignty directly."

A democratic form of government, according to similar sources is "government by the people; a form of government in which the supreme power is lodged in the hands of the people collectively. A state or body politic, the legislative, executive, and judicial power of which is in the hands of the people, either directly or through representatives, as in the various states in the Union."

Dirksen's view on how our government should be structured is shared by many. A lot of other people firmly disagree. His real motive, however, is not to prove his political philosophy. It is, rather, to deprive Joe Citizen from having an equal voice in the running of his government.

Old "Ev" is forever carping about how the individual citizen is unrepresented and how "big government" has usurped individual rights and caused the people to suffer extreme abuse. At the same time and for a different reason, the other side of his mouth says that minority control of government is real good medicine for this country and its people.

Some years ago, our own Local Union had a provision of internal law regarding legislative rights of the membership. This law said that a majority of Units within the organization could decide a referendum vote.

This provision in reality was the same kind of medicine offered by "Old Ev" in that real control rested in the hands of a minority because we have a lot of Units with small memberships and a few Units with large memberships. When a referendum was called, the cards were stacked in favor of a minority of the membership rather than in the true membership majority.

Our people were alert enough to reapportion our house a long time before the U. S. Supreme Court got around to doing the same thing for our Nation.

We utilized the proper processes of internal law to change the law to say that a majority vote of the membership within the organization could decide a referendum vote and that's the way it is today.

It will remain so unless "Old Ev's" pitch is bought by our membership, and we return to his brand of "republicanism," which is a far cry from the real reason "the Republican Party was formed in 1856 upon the ground mainly of opposition to the Negro slavery, coming into power in 1861, and since that time, with a few exceptions, dictating the national policy," as defined by recognized dictionaries.

We are not concerned here with whether or not the philosophies of the Republican Party or the Democratic Party are right or wrong.

We are concerned with whether or not the true control of this country or this union shall rest in the hands of the majority or the minority and as in the case of our union, we are devoted to the principle of one man, one vote, because there is no other real way to give the individual citizen or union member his full rights to hold the final control of representative government in his hands.

YOUR Business Manager's COLUMN

Why do we have Local 1245?

By RONALD T. WEAKLEY

(Continued from page one)

We are presently working toward conversion of certain routine office functions to the use of computers. This will increase our efficiency, but our employees are assured that they will not be demoted or laid off. Attrition is being followed so that, while we many eventually end up with a lesser complement in the office, we are practicing what we preach to our employers—no cut, no layoff.

Time is also involved in looking for better Union headquarters. We have worked out floor plans, space needs, etc., and are cooperating with the Executive Board's expressed desire to improve facilities with which we must carry on our day-to-day operations.

Staff training programs are underway. Shop Steward training efforts are in progress. General membership meetings with top officers in attendance are in the planning and scheduling stage.

The foregoing is a thumb-nail sketch of some of the matters which command our daily attention. We must and do utilize many overtime hours in planning and developing long-term programs for progress.

Without the interest, understanding and support of our membership, we as leaders couldn't do a lick toward the objectives desired by those we work for.

Together, we can make even greater strides than those made over the past years if we enlist the interest and activity of the growing numbers of younger people who are now in the work force and are becoming a growing majority within our house.

The old-timers who built this organization from the time it was born are leaving the scene through well-deserved and economically protected retirement programs negotiated by Local 1245.

Their legacy to the young people is a great and honorable one and deserves the highest respect. Through their efforts and sacrifices, our current members enjoy a much-improved economic and security position.

This position must be protected and advanced. We need the charge of youth and youth, too, must be respected and encouraged to help run this Union.

Local 1245 offers a full range of participation opportunities in the operations of what is a highly respected and clean organization of working people existing only for the welfare of the same people who own it and support it.

Human institutions only remain free and productive when the people involved are actively engaged in the maintenance and control of such institutions. This is the lesson of history.

Economic affluence for our members has always been our Union's goal but the accomplishments in this respect should not be taken for granted and become a barrier to participation in the affairs of the Union.

Soothsayers on the political scene, some management elements and even some people within the work force are

continually suggesting that "you don't need a union." They are peddling sugar-coated pills with potentially bitter inside ingredients which can cause serious economic illness to all.

For example, just take the questions of automation, technological change, political and regulatory edicts, usage of new mechanical equipment and new work methods designed to increase efficiency.

We are having difficulty in keeping up with industrial change and we are running at full speed trying to modify management prerogatives as best we can through collective bargaining and utilization of our legal rights to stave off immediate and long-term effects on the family pocketbook and the family security of our members.

Just think for a moment about how it would be if our members bought the sugar-coated pill of the soothsayers and let this Union deteriorate and become defunct. The bosses would have a field day and they could easily recover many of the millions of dollars which are in trust for the protection and advancement of our people through legal and enforceable collective bargaining instruments.

Those who say "it couldn't happen here," are simply ignoring history and not paying attention to our present situation as compared to that found among unorganized working people all around us and over the Nation.

The foregoing discourse is somewhat lengthy but it is designed to spark some thinking and to warn those who are complacent, disinterested or downright unconcerned, that the operation and maintenance and advancement of Local 1245 is a vital instrument of need for every member and his family and that to lose it, would cost a tremendously larger fee than that which is presently invested toward keeping it alive and growing as an organized force in the economic jungle of today.

Last month I wrote about some of the issues which are bugging our people. Perhaps I went a bit overboard by my generalization but where the shoe fits, it should be worn. We can't overcome these problems with a comparatively few hard-working full-time and volunteer unpaid active unionists. We need more support!

The fact that too many of our people refrain from active participation in the affairs of our Union accounts for at least some of the problems I wrote about last month. It's that simple.

If we had a ground swell of activity all over the place, we would get better answers to many of our problems much sooner than we are able to generate today.

When anyone asks why we have a Union or what it does or why we don't simply shut it down and forget it, perhaps some of the points I tried to make here can provide a bit of good argument in rebuttal to those who preach the same jazz on the job as the soothsayers do outside of the house of Local 1245.

Government through elected representatives is fine. The order of things requires such a set-up because otherwise, anarchy would reign. However, if we are to give these representatives responsibility and authority, we are at the same time, going to continue to demand that such representatives be elected by the process of one man, one vote, because to do otherwise is to take away precious individual rights—the same rights that "Old Ev" says are long gone as he tries to make his complaint become a positive fact.

The old boy is humorous, articulate, personable and entertaining. At the same time, he is a spokesman for the economic barons and the darling of those whose materialistic greed would place money over people.

His move is dangerous and must be contained because it flies in the face of a fundamental principle of freedom.

The Sierra Pacific Story

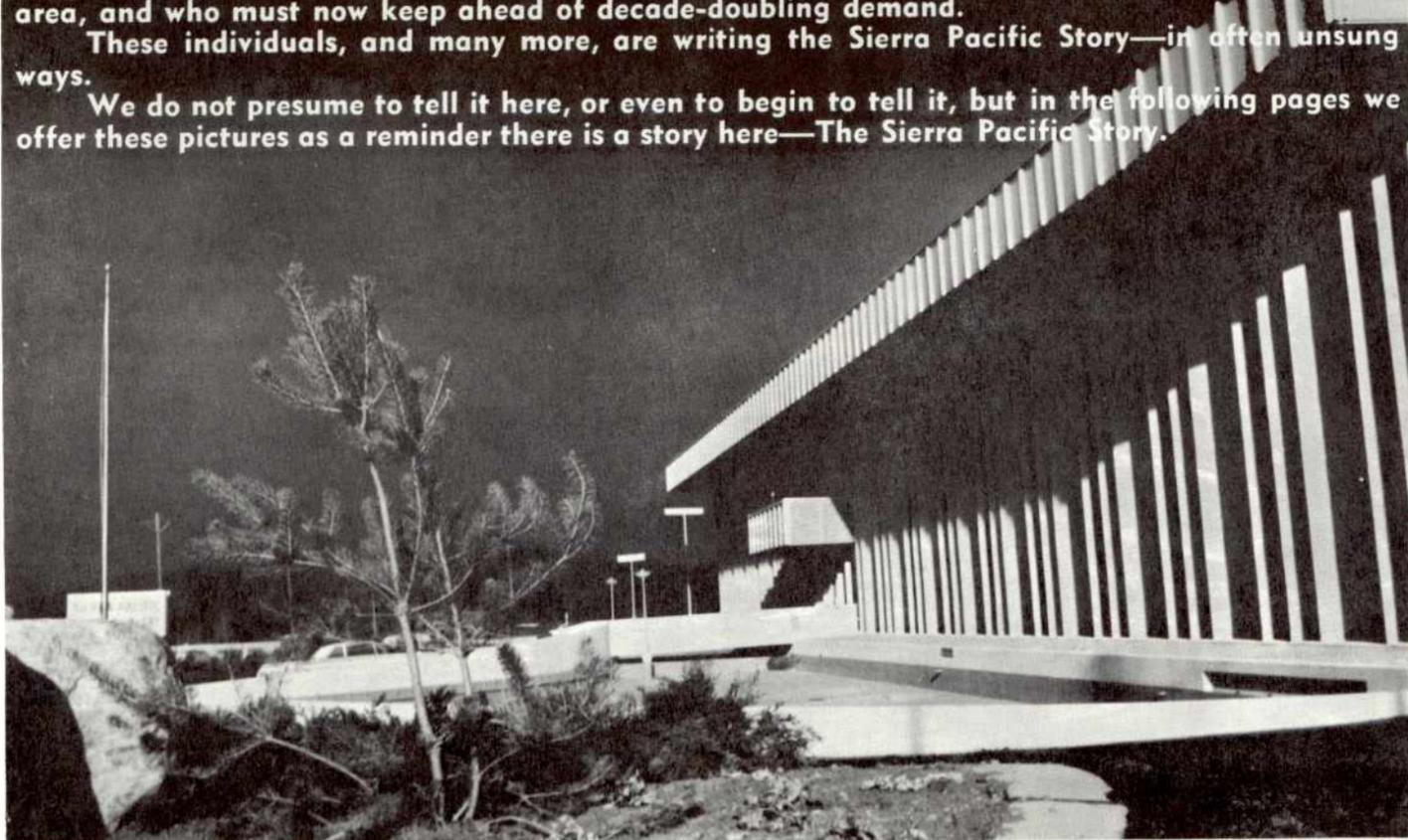


The Sierra Pacific Story is still being written, by many individuals:

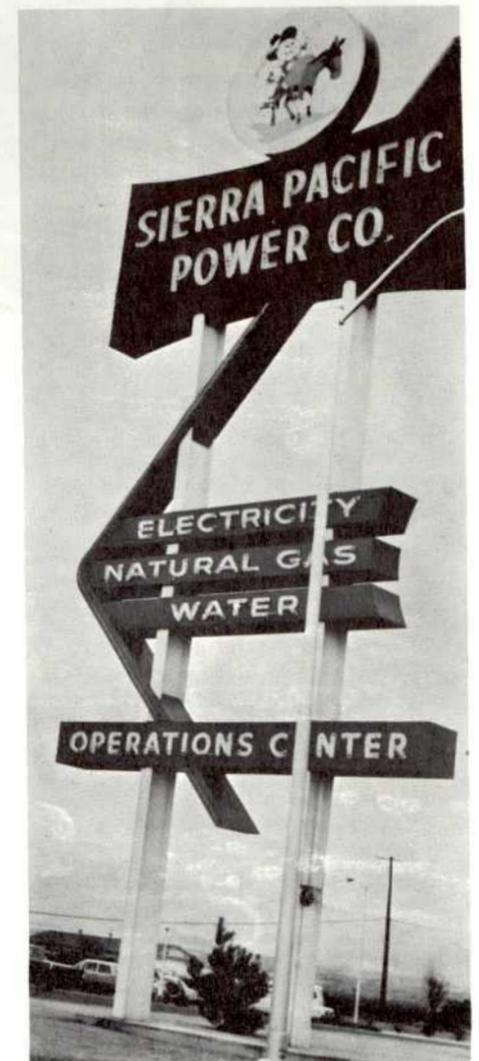
- The lineman who has been away from home over a week trying to restore electric service in the snow drifts around Lake Tahoe: his meals on an emergency regime; his sleep during rest periods; and his contact with home—dry socks brought in by the Company.
- The gas men who work in flying sand to dig a trench so a family will be warm that blustery night.
- The people who are there before the storm breaks to call out the crews and dispatch the troubleshooters and servicemen and pay them afterwards.
- The water people who worry that sudden rains with this snowpack will result in flooding and disruption of Reno's supply, and who, later in the year, literally "sweat" drought conditions.
- The executive who planned electric generating capacity when there was none in the service area, and who must now keep ahead of decade-doubling demand.

These individuals, and many more, are writing the Sierra Pacific Story—in often unsung ways.

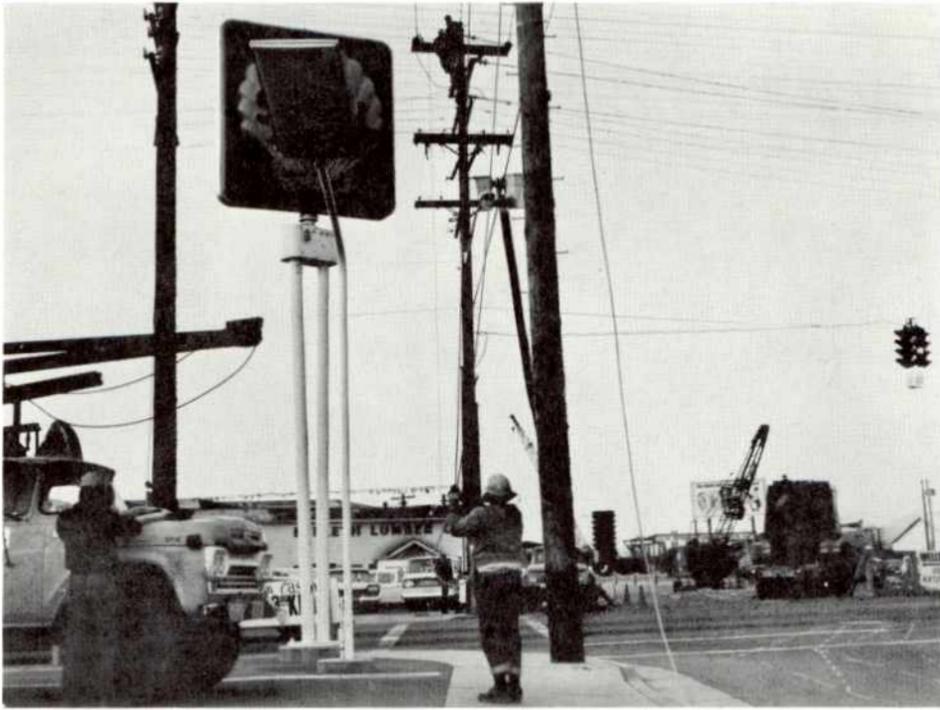
We do not presume to tell it here, or even to begin to tell it, but in the following pages we offer these pictures as a reminder there is a story here—The Sierra Pacific Story.



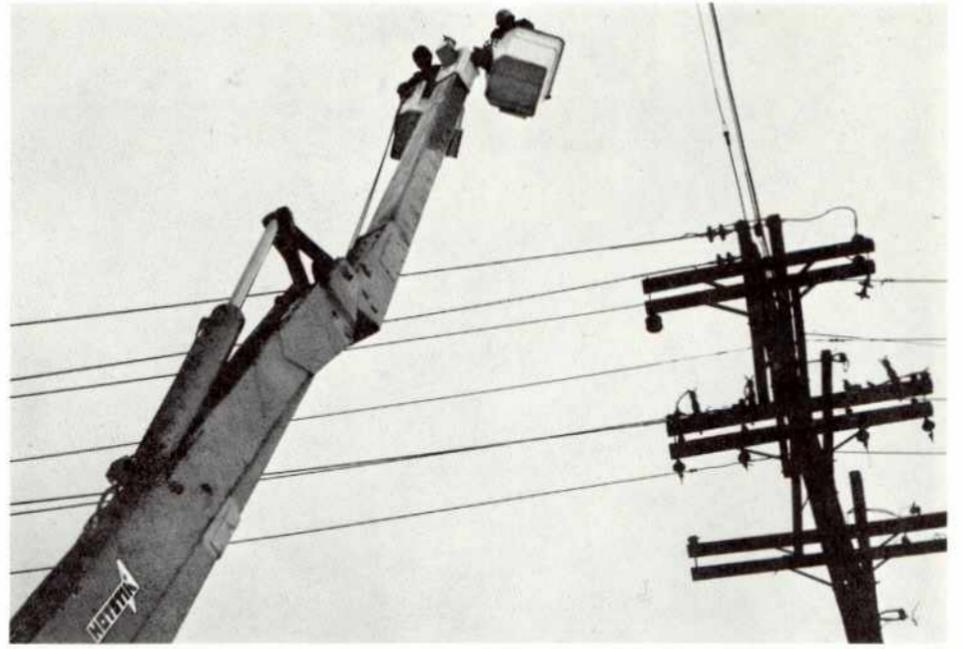
The last sun over the Sierras briefly bathes Sierra Pacific Power Company's Administrative Office Building on South Virginia and Moana Lane as a new storm rolls into Reno.



Sign points out Sierra Pacific's circular service center in Reno.



Sierra Pacific crews convert overhead to underground at 4th and Wells in Reno where a combined freeway offramp and railroad overpass is being built. Nick Garcia works the hand line in the foreground, as Jerry Norlen and Tom Ames are seen on the pole across the street. Some of the



Jerry Norlen and Tom Ames ride back down in their double-bucket rig after finishing another part of the rerouting job.

other crew members at work on this job were Ron Tanberg and Mickey Binyon (on the pole above Garcia); Arlen Blodgett, and Ernie Watson.



Tommy Norlen emerges from the tenting protecting the cable splicing operation at 4th and Wells in Reno.



Cyril Escallier works on the 5 kv cable splice required by the undergrounding for Interstate 80 through Reno.



Harry Mewes looks down into the manhole to check on the progress of the cable splicing operation.



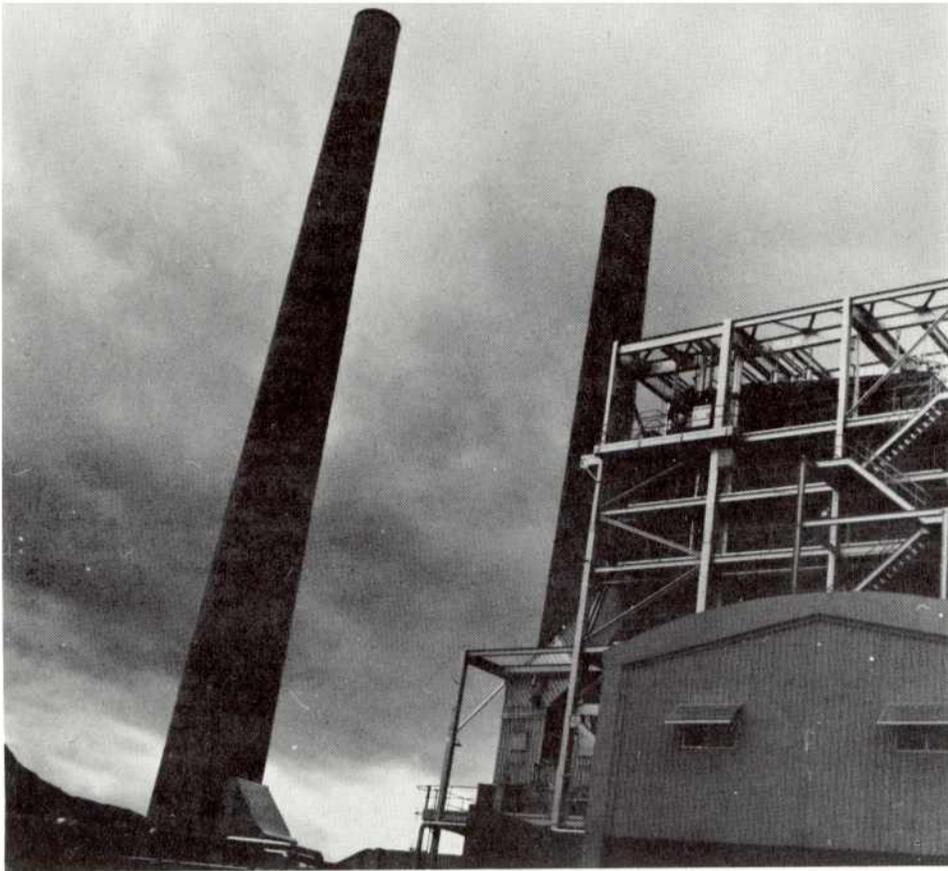
Patricia Earl and Barbara Oliphant handle customer service calls through the ACDS switchboard.



Thelma Schenk, left, and Lucy Barreto solve customer accounting problems in the new administration building.



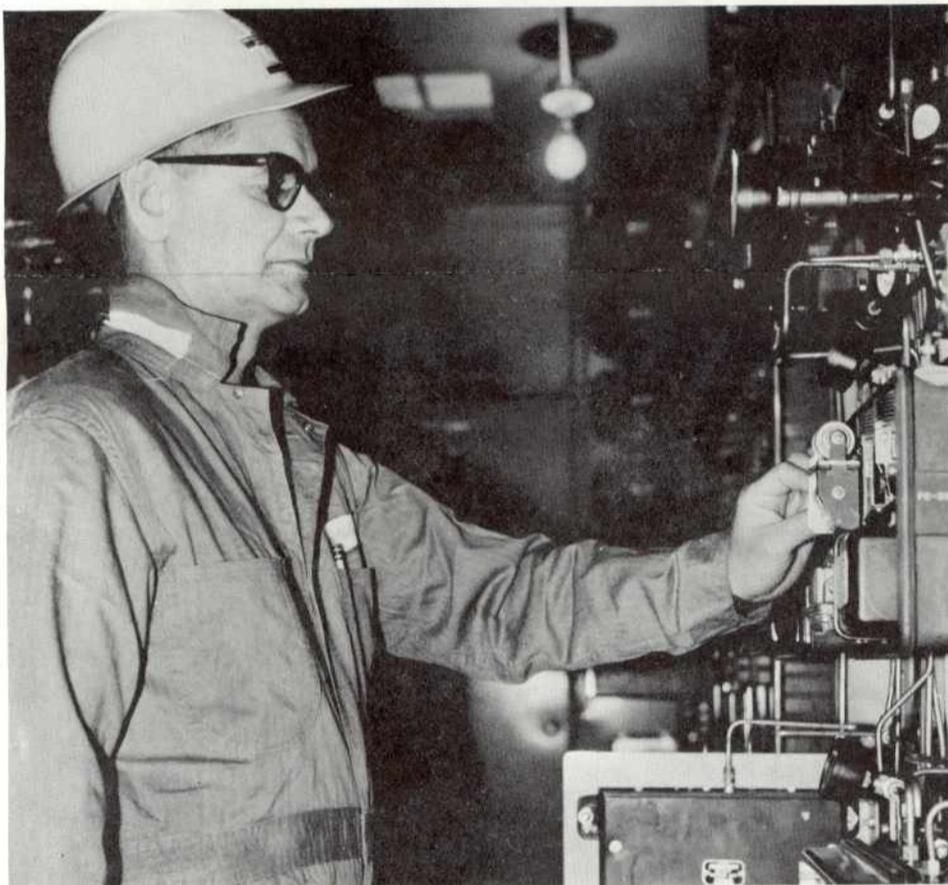
Margaret Bodie works on the rotary file.



Standing ready for another snow storm, the Tracy Steam Plant provides dependable generating capacity for a system heretofore almost totally dependent on power purchased from the other side of the wind-swept Sierra Nevada.



The juice comes over Donner Summit even if traffic can't. This is the Nevada-California state line on Interstate 80 after the storm had hit; note the transmission line in the background.



Behind Unit 2's control panel, Mechanical Tester Al Drakeley adjusts the furnace draft control.



Emergency Relief Operator Lee Jones takes the hourly boiler readings from Unit 2's control panel.



John Gondolfo, left and Al Dallimore tighten the flange on the check valve for the auxiliary boiler discharge.



Mary Ellen Avery is Secretary to the Tracy Steam Superintendent.



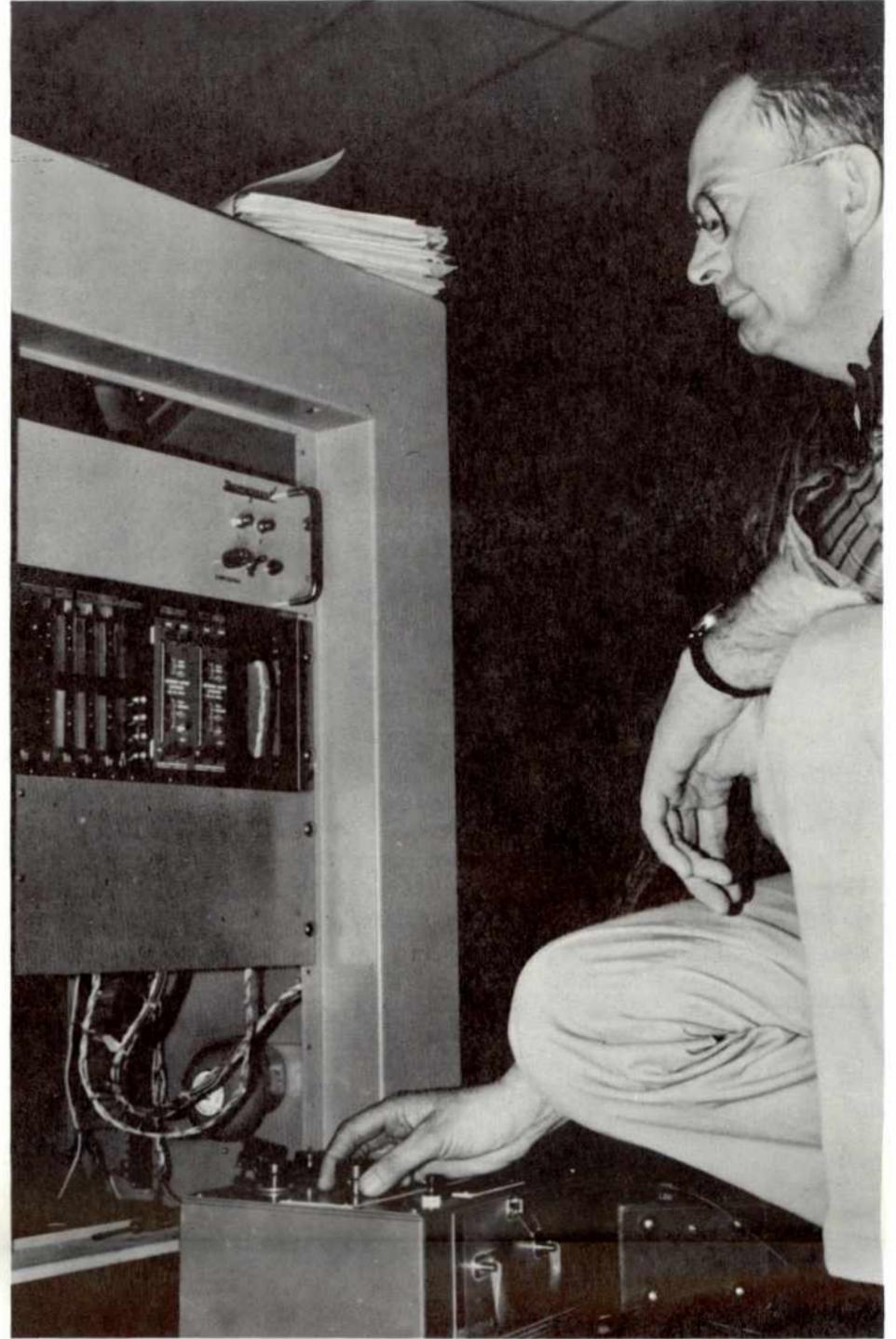
Irene Gelmstedt is shown near her trusty comptometer in the General Accounting Department.



Betty Weber enhances the beauty of the spiral staircase in Sierra Pacific's administrative office building in Reno.



ACO Roy Avery lights off A-1 burner on Tracy Steam Plant's Unit 1 as the Shift Foreman, Chuck Bonham, looks on.



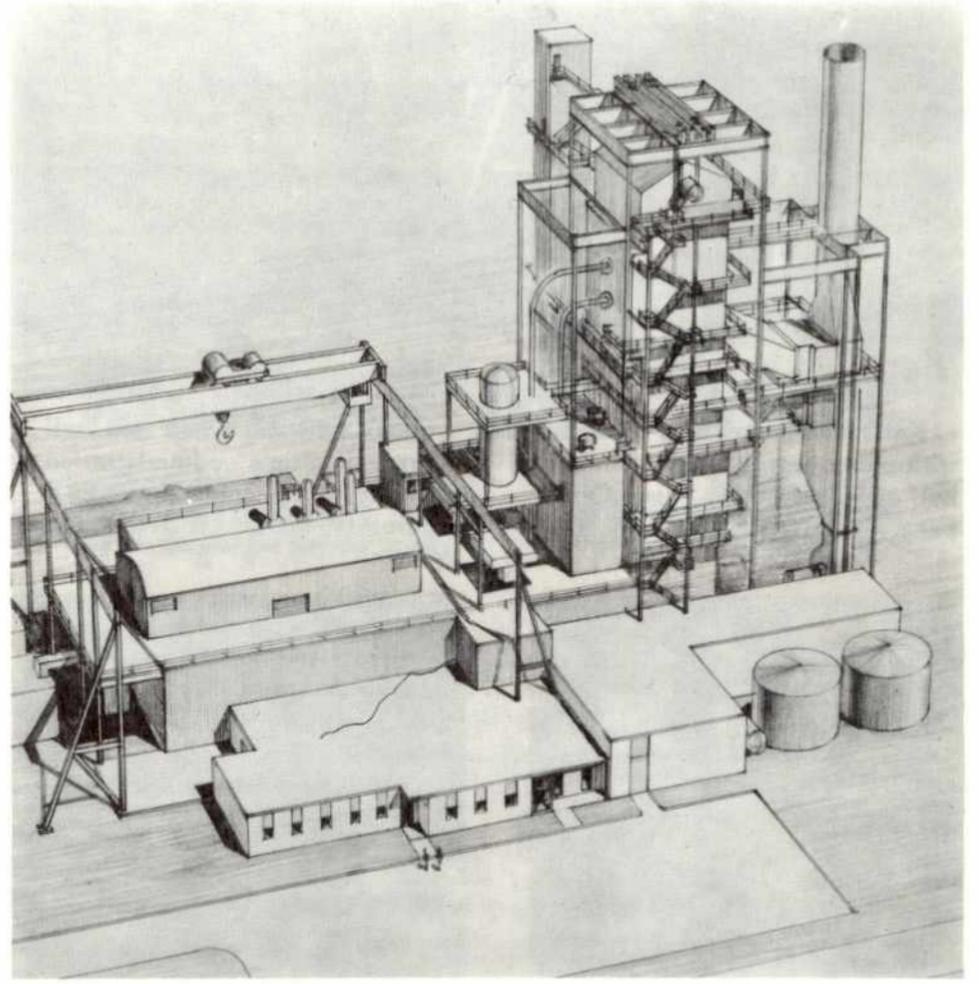
Bob Sommer, an Electrician in the Measurements and Tests group, checks out the Leeds and Northrup automatic load control system at Tracy Steam Plant.



Walt Bettencourt points to where he wants backhoe operator Jack Larramendy to make his next pass as John Dupratt clears some of the sand away with his shovel. Other members on the crew not shown in this picture are Wimpy Rupp and Ken Hawkins.



Ken Hawkins uses a Mueller tee to tap the 3/4 inch gas service into the 8 5/8 inch gas distribution main.



Fort Churchill—the old and the new—will stand not far apart as desert distance goes, each providing a security suited to the needs of the people of its day.



Senior Vice President,
Merle H. Atcheson



Shop Steward T. Bartl cuts a 14 kv jumper at South Shore, illustrating that if the Company does not serve all the way from the Sierras to the sea, it certainly serves from the sands to the snow.



Sierra Pacific's President,
Neil W. Plath



Members of Sierra Pacific's friendly credit department are Nancy O'Dell, at the extreme left, Sylvia Bartz, standing left, Dorothea Jennings, and Mayme Glandon, right.



Vince Laveaga is Director of
Employee Relations.



Katie Clogston is a cashier with many years of service in behalf of Sierra Pacific Power Company.



Your welcome when you call Sierra Pacific's administration building could come from PBX Operators Gloria Miller or Pat Martin.



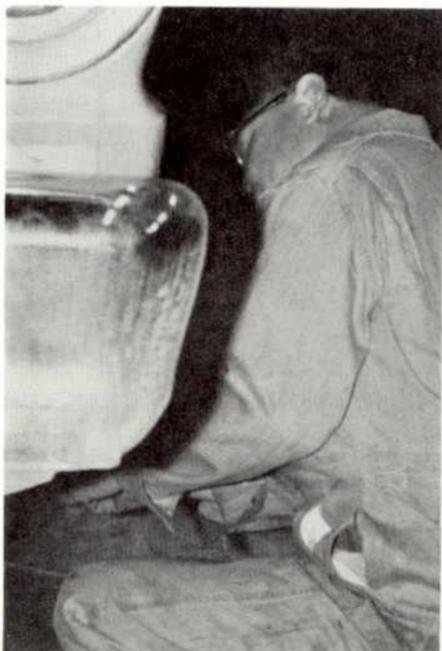
Ray Hastings and Al Gragg in System Control.



Street Light Maintenance man Bill Andrews is a veteran member of Local 1245, IBEW.



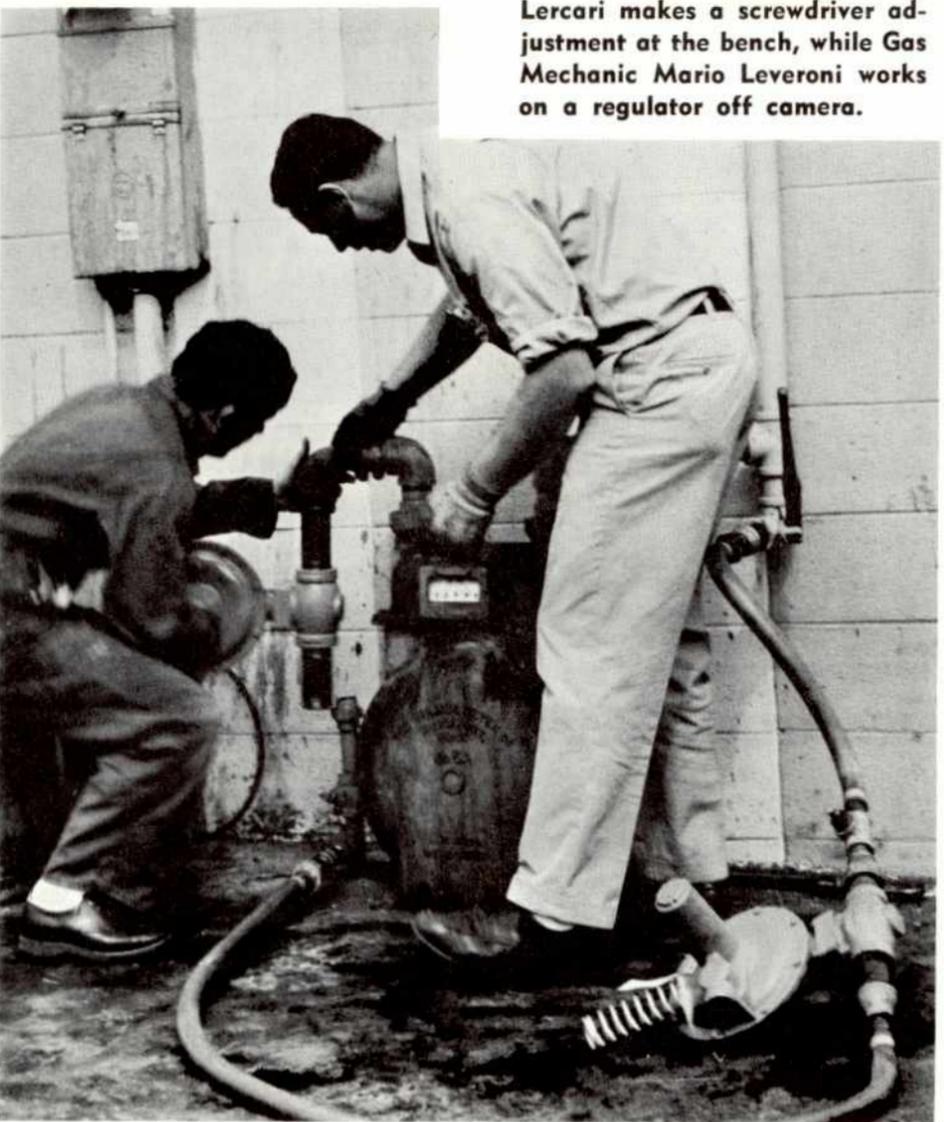
Gas Meter Foreman Charley Lercari makes a screwdriver adjustment at the bench, while Gas Mechanic Mario Leveroni works on a regulator off camera.



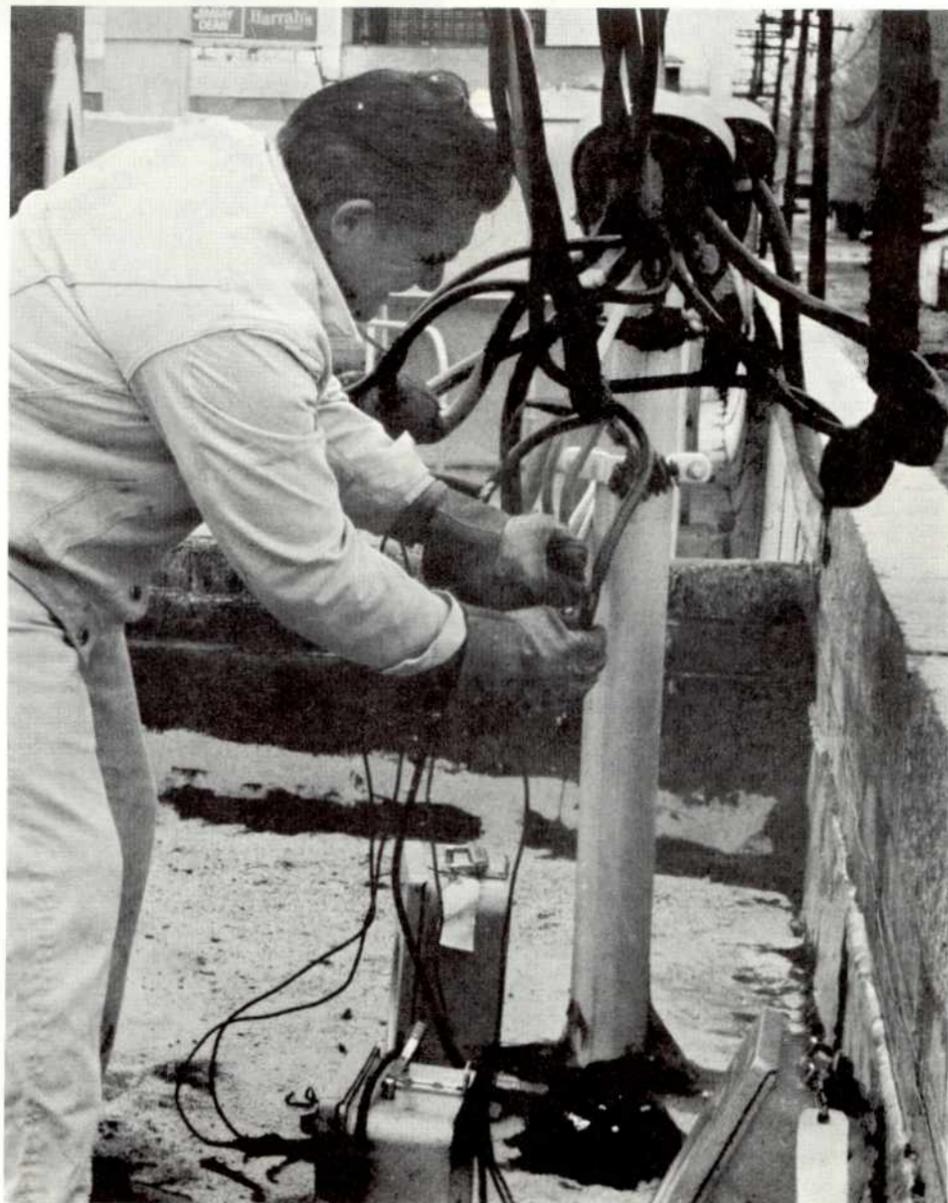
Mechanic Danny Barreto gives a Company car a brake job.



Ernie Linscott completes a service call to a residential customer.



Rich Melillo and Chuck Hanks replace a regulator in downtown Reno.



Troubleman Nick Danos tests voltage on a rooftop.