

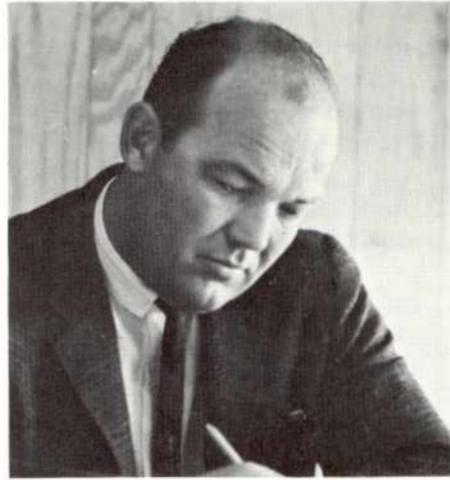
Dan McPeak leaves Local

Dan is leaving. Probably, by the time you read this, he will have gone.

With him go his ability, integrity, sense of humor—and the best wishes of all who know him.

Behind, he leaves the position of Assistant Business Manager, the chairmanship of Union's Review Committee on both the PG&E and Sierra Pacific systems, membership on the Executive Committee of the Alameda Central Labor Council, and—unfortunately—the labor movement.

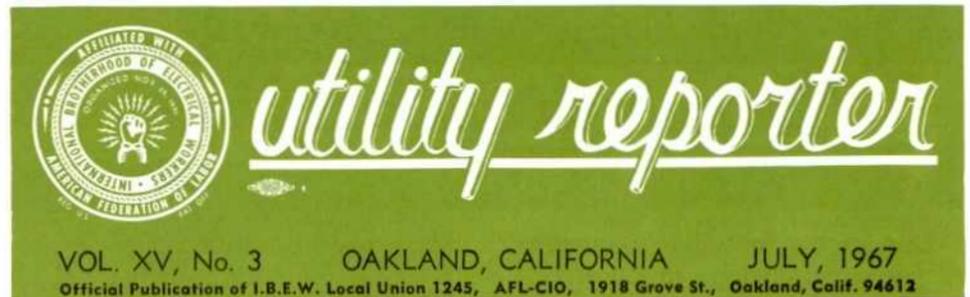
In taking Gloria and their five children to Southern California where he will become a NECA field representative, Dan McPeak will complete an odyssey started by his



Dan McPeak

father many years ago.

James Henry McPeak was a pile
(continued on page seven)



VOL. XV, No. 3 OAKLAND, CALIFORNIA JULY, 1967
Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, 1918 Grove St., Oakland, Calif. 94612

4 per cent hike in U.S.B.R. Region 2

Sacramento

Members employed in Region II of the Central Valley Project will receive a 4 per cent general wage increase and other improvements regarding meals, safety, differentials and training, Business Representative Henry B. Lucas reports.

Lucas, who pinch-hit for Business Representative Al Kaznowski while he was on compassionate leave in Detroit, pointed out that certain wage rates were also adjusted before the 4 per cent was applied. These adjustments were in the order of 3 cents an hour and ranged up to 13 cents in the case of the Drill Operator Helper. Other improvements provide:

- An overtime meal break will now be taken an hour and a half

after regular quitting time, instead of two hours;

- Local 1245 will have a representative on the confirmed safety committees instead of an observer;

- Wage differentials for Weed Control Equipment Operators will be 22 and 17 cents instead of 17 and 12.

- An indentured Apprentice Lineman and Powerplant Operator and Pumping Plant & Electric Substation Operator training program has been set up.

Local 1245 and the Region also agreed to work on such subjects as the Relief Operators' proposal, the objectivity of merit promotion criteria, and the standardization of job sheets.

Representing Region II. of the U.S. Bureau of Reclamation was E. F. Sullivan, Assistant Regional Director and Chief of Operations; R. G. Howard and Felix Dashen.

Union's Committee included spokesman Lucas, Wallace Kaplan, William Peitz, Charles Phelps, Lester Pingree and Assistant Business Manager Mert Walters who was assigned by Business Manager Weakley to serve in an advisory capacity during Business Representative Kaznowski's absence.

The tentative settlement was ratified by U.S.B.R. Members at meetings held at Tracy, Friant Dam, Los Banos, Folsom Dam and Shasta Dam by Business Representatives Lucas, Robinson and Kaznowski.

The new wages and conditions went into effect July 2nd.

Check check for four

Members in the PG&E Physical and Clerical bargaining units should see a 4 per cent increase in their paychecks for all days worked since July 1st, 1967. The deferred increase went into effect as a result of last year's negotiations.

Not directly seen on your paycheck, but accruing to your interest all the same, are the larger dollar amounts the Company must pay to match your percentage contributions to the pension and stock savings fund plans.

Two deaths, two burns in two months

Two fatalities and two serious burns hit the system during May and June.

- Lineman Ronald Daigle was killed in Fresno May 16th while working in an aerial bucket near an open air switch.

Daigle was with one of three crews engaged in reconductoring, from No. 6 copper to No. 397 aluminum, a 12,000 volt circuit. The aluminum conductor had already been strung to one side of the air switch and was energized to that point. No boards had been placed in the air space between the hot and cold sides of the switch.

Daigle completed the deadending of wires to two phases of the air

switch and moved his bucket to the other side of the pole for the third phase. The hot and cold blades of the switch are only a little over a foot apart when open, and he had only 10½ inches between the energized blade and the top of the cross-arm. No qualified observer was in position to watch him. The Heavy Foreman had just started walking down the line to check on other crew members' portions of the job.

Lineman Daigle had his left hand on the crossarm while he reached out with his right to grasp the cold tail. In doing so his left hand raised and contacted the switch blade carrying 12 kv.

Earl Snyder and Ken Brown,

members of a crew eating lunch on a staggered basis, saw what had happened and rushed to get the bucket down. Snyder administered mouth to mouth resuscitation to the stricken man but it was no use.

- The June fatality involved a 26 year-old employee who was spraying insulators on an energized 115,000 volt line between Newark and Station J in East Bay Division. He had finished washing the insulators on the three phase vertical construction and was about to move the wash rig bucket down.

Apparently he hit the wrong control because the bucket went

(continued on page seven)

PG&E Clerical gain bidding procedure like Physical

PG&E Clerical employees will have rights to bid for promotion and transfer as a result of negotiations concluded in June.

The new Clerical Bidding Procedure, similar to the new Physical procedure, will feature:

- Prebidding on future vacancies in your own Division, or any Division if you have been demoted;
- System-wide posting of vacancies not filled by prebidding;
- Postbidding on vacancies which have developed throughout

the system and which have not been filled by prebids;

- Employment date as the cri-

terion for selecting the successful bidder in a category.

- Division-wide posting of all

job awards whether filled by prebids, postbids or Section 18.6—and notice to individuals of awards of jobs they have bid in other Divisions.

While Section 18.6 was not eliminated from the Agreement as Union's Committee suggested, its language was restricted to transfers "within the Line of Progression" as originally intended, and its use should be rationalized by the new requirement to post such moves.

With this exception, the Clerical
(Continued on page six)

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

(Name) (Address) (City) (State) (Zip Code)

The only constant is change

By RONALD T. WEAKLEY

Due to the fact that a number of personnel changes in Local Union leadership are in the mill this month, I shall offer some coincidental comment in this column.

Assistant Business Manager Daniel J. McPeak has resigned, effective July 21st. Dan has accepted another position in the electrical industry and takes with him our best wishes for a happy and successful career in his new field of endeavor.

We shall miss him and we shall miss his contribution to the solution of daily problems which flow into my office and require experience and competence in order to handle them in a satisfactory and efficient manner.

Business Representative John Wilder, who was most recently assigned to East Bay Division, is being promoted to the position of Assistant Business Manager to replace Dan McPeak.

John has a fine background of experience in the field and he has proved his competence in so many ways that his promotion will be well received by his fellow staff members and by the membership as a whole.

Wilder's co-worker in East Bay Division, Business Representative Jim McMullan, will now share the big East Bay assignment with a newcomer, Peter R. Dutton, who leaves PG&E with a almost ten years of Company service. Pete comes from Contra Costa Power Plant, where he was a Control Operator.

He has served as Steward, Unit Chairman, and member of Local 1245's Steam Generation Subcommittee in PG&E contract negotiations.

We welcome Pete as a new Business Representative and we know that our East Bay members will continue to give him the same excellent cooperation given Brothers McMullan and Wilder over the past few years.

An addition to the Staff will be

made on August 1st, when former Local Union President Leland Thomas Jr. will be appointed to the position of Business Representative and assigned to special duties under the direction of Senior Assistant Business Manager L. L. Mitchell.

Lee Thomas leaves San Jose Division, where he spent twenty years as a PG&E employee, rising from Laborer, up through Lineman, to Line Subforeman. Lee has served as Steward, Grievance Committeeman, Unit Chairman, Advisory Councilman, Executive Board Member, and Local Union President. He has also served on numerous special committees and has participated in both Electric Department and general PG&E contract negotiations.

Lee's special duties will include working on apprenticeship and training programs, construction and safety standards, educational programs, etc., which are subjects of growing concern to our members, particularly those in the younger age category.

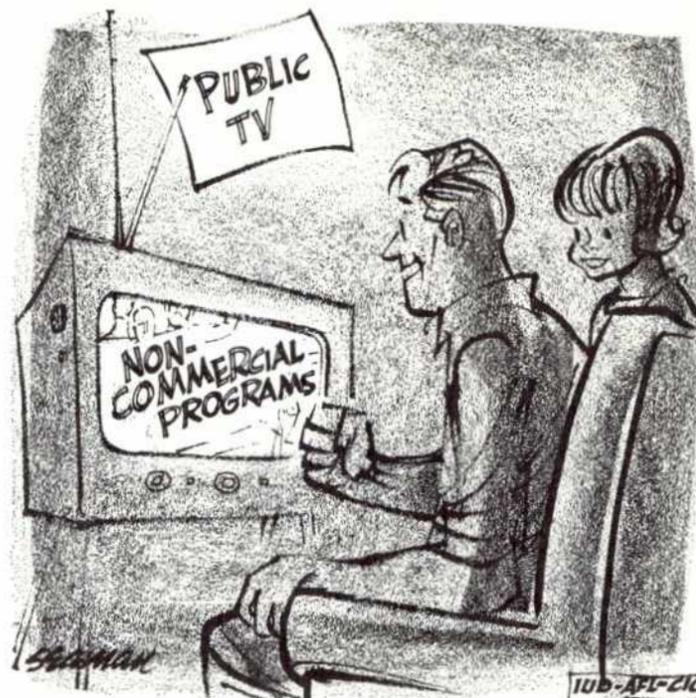
Giving up twenty years of seniority, and the current and future benefits which accrue thereto, requires real dedication to the principles which have built Local 1245 to its present size and stature.

Lee has been an excellent PG&E employee. He is highly skilled in his trade. He has been a good Union man and a fine leader. He has accompanied me to meetings of top labor and industry leaders and he has always conducted himself with distinction because he is proud of Local 1245 of the I.B.E.W. and the fine people who make up its membership on the job.

We welcome him aboard and we know that as he assumes his new duties, he will get the cooperation he has earned from years of Union service.

Another major change in Local 1245's leadership also occurred this month when President Thomas resigned and Roland W. Fields took

"Now You're Talking!"



over the job as our new President.

President Fields is also a veteran Local 1245 leader, having served as Steward, Grievance Committeeman, Review Committeeman and Chairman of Local 1245's General PG&E Negotiating Committee. He is a Line Subforeman in San Jose Division and was formerly a Lineman in San Francisco Division.

He is active in church and civic affairs in his community and is held in high respect for his integrity and honesty as both a skilled utility employee and a leader of Local 1245.

The Executive Board of Local 1245 unanimously appointed President Fields to the remaining term under the provisions of the I.B.E.W. Constitution and our Local Union Bylaws. I join with the Board in wishing President Fields well and I pledge, with the Board, my full cooperation with his administration.

The joint Local 1245-PG&E Review Committee, the highest body of formal internal labor-management law on the PG&E system, will have a new Union Member in the person of John Wilder, who will replace Dan McPeak as Union Chairman on the Review Committee.

President Fields will continue as one of the Union members, along with William Fleming, expert grievance man and long-time member of Local 1245's General PG&E Negotiating Committee.

Changes occur for many reasons in our house and some of them result from personal decisions, as in Dan McPeak's case.

Other changes result from decisions which are vested in the authority of the Business Manager, the Executive Board or the President of Local 1245, under I.B.E.W. law. These decisions are not lightly taken.

They are made only after many long hours of careful and objective

consideration, partly because Local 1245 is the largest Utility Local Union in the I.B.E.W. and the largest Local Union in the I.B.E.W. west of Chicago. Its Officers and Representatives hold a charge of organizational and public responsibility which has considerable magnitude in our industrial society.

As senior officer present, in terms of total length of service and as Business Manager-Financial Secretary of Local 1245 since 1951, I am most cognizant of the fact that leadership training is a very important phase of our total activity because we can never stand still. We must have competent people coming up through our ranks from the job to the top positions of leadership.

They bring with them new ideas, new experience, challenges to the status quo, and new blood in the executive and administrative sections of the top leadership level of Local 1245.

Those who have assumed new and challenging assignments can rest assured that I shall give them guidance and counsel when needed and that I shall welcome their constructive ideas and criticisms when offered.

Our Staff "team" is subject to lines of authority under our Union laws but it does not function merely as a mechanical operation.

All of us are human beings and we serve human beings in a human institution so that our internal relations reflect these facts.

Whatever "inefficiencies" this concept of leadership relations may produce, they are very minor when considered along with the major contributions toward membership progress and security made by people in Staff leadership, whose dignity and self-respect is valued by me as Business Manager, the same as I value the dignity and self-respect of my bosses—the general membership of Local 1245.



Thanks to union-won vacations, summer-time is increasingly outdoors time. Many government agencies have helpful literature to make that time safe and healthful.

The value of The University of California

Like a youthful John F. Kennedy gone gray, he rose in defense of a University.

The booming baritone soon established his New England origin, and beyond any Kennedy claim—an education in the land-grant universities of this country.

“Pioneer California needed men—and ideas—to match her mountains.”

You got the impression he thought California needed both even more today.

Here was a Professor of Agriculture, the Chancellor of the University of California at Irvine, yet—a man of the soil, still. Coming from the California Labor Press Editors to whom Daniel Aldrich was speaking, this was indeed a compliment.

“A century later, California is populous and urban, industrial as well as agricultural, still rich and

bountiful — facing a Space Age future as vividly exciting as her past.”

And, Chancellor Aldrich continued, “Her University is woven into every part of the fabric of this future.”

His audience was sympathetic; Labor has long championed public education—but did the members really know “The value of The University?”

They know the quality of labor is crucial but do they know that California gets back from the federal government \$2 billion more than Californians pay in federal taxes—and that the chief reason is the research and development spending which the universities attract?

“Even Californians whose livelihoods are quite remote from University research and the high-technology industries are major bene-

ficiaries of the exceptional productivity of our highly-trained people and the incomes they generate and spend. Banker and assembly-line worker, crane operator and corner druggist—all are dependent on the potency of this growth process.”

The members probably ruefully know the advantage a college-trained man has in earning ability—\$143,000 more in a lifetime for the man who completed four years of college as opposed to high school graduation. But, unless they have children of that age, they probably don't know how long it takes to catch up for the years at school when no wages are made, or the \$1,800 a year that is paid out for room and board, books and other living expenses. The so-called incidental fees are over \$220 a year, and these go to student services, not the University of California. Non-resident students—over 4,000 undergraduates and some 2,500 graduate students—each pay almost \$1,000 additional annually in tuition.

“The University offers a gateway to the future for the top students of California. However, of this group, too few students whose parents are poor presently come.”

Scholarship money available for qualified applicants who would be on a scholarship if the money were available, is half the demand.

Students have borrowed, against their future ability to pay, more than seven and one half million dollars; Faculty and staff members dig into their own pockets to help students who could not otherwise come to the University, Aldrich declared.

“Last year, he pointed out, “Californians spent only 1.36 per cent of their personal incomes for all forms of higher education—a contribution barely equalling that of the average of nine comparable states.

And this despite the fact that California's total and per capita personal income is the highest in the nation with presumably the greatest margin for extra investments such as education.

“In the debate that is now under way, we are witness to a breakdown in communication and to a failure in understanding: there is no lack of economic resources to do the job for our children and our future. The University's share of State personal income for the State portion of its operations is 0.35 per cent. This year the State appropriation of \$240 million to the University amounted to 5 per cent of the State budget.”

And so it went—the same command over facts and figures as the other New Englander he resembles in so many ways. There was the same kind of vision too:

“If it is to do its job, the University cannot always be comfortable and popular: it is certain that some of today's heresies will become tomorrow's wisdom—the only question for the scientists and the scholars at the frontier of knowledge is: which ones?”

And the same faith in the fairness of his fellow men:

“The Board of Regents, the University administration and the faculty are pledged to maintain the University's autonomy and freedom of inquiry. This freedom is necessary to bring about the California of tomorrow. For that matter, it is what we believe all thoughtful Californians will insist upon today.”

His audience, intuitively at least, knew the value of the University when they got there. They didn't know they would meet someone they could get enthusiastic about as a successor to Clark Kerr when they left.

Guest Editorial

Irresponsible Journalism

George Meany, President of the AFL-CIO, speaking before the SIUNA Convention in Washington last week, singled out the nation's news media for a well-deserved blast. Naturally, the reporters present weren't happy about it, but his points should be well taken.

Mr. Meany pointed out how the newspapers, radio and TV people constantly pick up on violence, misguided patriots, violation of the laws and so on, while ignoring the positive, constructive things and people in the world.

He noted that responsible Negro leaders are virtually ignored while those "who preach violence and have no real standing in the Negro community get the front pages and the television screen day after day."

We, ourselves know how this can work. We read big headlines of some labor union going on strike and the stories say the nation is on the brink of some disaster because of it. But we do not read that the striking union may very well have negotiated for months and months without any contract before they took the big step to strike.

We read of irresponsible charges levelled from time to time against some union official and they are played up in big headlines. But when the same man is found innocent of wrongdoing, the story, if any, is buried so deep no one reads it.

Let some representative in a local labor body say "to hell with it" about some frustrating problem and editorials shout about the callousness of labor. But when do we ever read a story or see a scene on TV about the hundreds of dedicated labor representatives who work long hours in every form of community life in order to make the community a better place?

The front page headline of nearly every daily issue of the San Francisco Chronicle features sex, violence or death. But just one issue of the New York Times will carry more Pacific Coast maritime news than the Chronicle does in a whole month or more.

The newspapers and TV stations in San Francisco, for another instance, have reported so much on a handful of "hippies" and hopheads, that people on the East Coast think that San Francisco is one gigantic Greenwich Village, a human zoo that needs bars or walls around the whole area.

Mr. Meany spoke well about the "credibility gap" in current journalism. It is too bad that he didn't speak to a greater extent on the subject. It is certainly time for people to speak out and say that the news media should concentrate more on what is right with our society and less on what's wrong with it.

—(Marine Cooks and Stewards News)



the utility reporter

Telephone (415) TW 3-2141



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

Executive Board: Leland Thomas Jr., Marvin C. Brooks, William R. Miller, Andrew A. Clayton, Herbert E. Dickenson, Anthony J. Boker, James M. Lydon, James H. Fountain.

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, California 94612.

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

Some pointers on the new PG&E Clerical

How you fit in to the new Physical and Clerical Bidding Procedure

The new Physical and Clerical Bidding Procedures are alike. You may find the following points helpful in getting the promotions or transfers you want:

1. File prebids if you are an "a" or "b" bidder.

Fill out a separate prebid for each job-and-headquarters combination you want—even those jobs you want in your present headquarters. General Office Clerical people should file a separate prebid for each job wanted in each Section of the Department in which they now work; that Department is a "Division" for pre-bidding purposes. File it in anticipation of a vacancy developing in your Division—or another Division if you are a demoted, "a"

2. Send your prebids to the main Personnel Office in your Division, even if you have been demoted from another Division. Use the U.S. Mails only. "Certified Mail, return receipt requested" will give you a record your prebids were not lost in the mails.

3. On the lower portion of the prebid form, Company will acknowledge receipt of your valid prebid. Company will indicate any tests required for the job and will notify you of any known reason you might be disqualified for it.

4. A valid prebid will be considered only if it is postmarked at least eight days prior to the job award. You must be an "a" or "b" bidder in order to submit a valid prebid. The various bidding categories are "a," "b," "c," "d," and "e" as described in Physical Contract Section 205.7 and Clerical Contract Section 18.8.

5. An "a" bidder is a demoted employee. A Physical employee in the "a" category bids on the basis of Company seniority. A Clerical employee in any category bids on the basis of employment date within that category. The priority of demoted Clerical employees in the "a" category will go first to the prebids of employees demoted under Title 19, and second to employees demoted upon returning from a maternity leave.

6. A "b" bidder is in the same Division and line of progression—and is in:

- the same classification as the vacancy
- a next higher classification, or
- the top rate of the next lower classification.

Combined classification seniority in the same, next higher, or

New Clerical contract language and line

TITLE 18. JOB BIDDING, PROMOTION AND TRANSFER

Entire Title amended as of July 1, 1967
Effective September 24, 1967

(Note: Because the Additions, Amendments and Changes in Title 18 are so extensive — they are not printed in Italics.)

18.1(a) The provisions of this Title shall be interpreted and applied in a manner consistent with the parties' purpose and intent in negotiating the job bidding and promotion procedure contained herein, namely that when an employee is qualified by knowledge, skill and efficiency and is physically able to perform the duties of a job, the employee with the earliest employment date shall receive preference in accordance with the sequence of consideration outlined in Section 18.8 for an appointment to fill a vacancy, and that the Company shall endeavor to expedite the filling of job vacancies.

(b) As used in this Title, "employment date" means the latest date on which an employee began a period of employment with Company which has been uninterrupted by layoff for more than one year, or by termination of employment for any other reason.

(c) Under this Title a regular employee will be considered for promotion or transfer on the basis of his Employment Date, and qualifications. It is the intent of the parties that the establishment of lines of progression shall not operate to impede an employee's advancement unreasonably. The parties recognize that experience and training in the duties of a job which is vacant are important elements to be considered in determining an employee's qualifications therefor. In filling a vacancy in a clerical or office classification in the collective bargaining unit described in Section 2.1, Company shall observe the provisions of Section 18.6 or Section 18.8 and in so doing shall give effect to the above stated purpose and intent. Any alleged arbitrary or discriminatory disregard of this policy shall be subject to review under the grievance procedure.

18.2(a) A probationary employee shall not be entitled to consideration under the provisions of this Title or Title 19.

(b) For bidding from a beginner's classification as noted in Subsection 18.5(c), or from a classification which is considered together with a beginner's classification as noted in the Line of Progression, a regular full-time employee who has transferred from one Line of Progression to another shall not be entitled to consideration under the preferential sequence of Subsections 18.8(b) and (c) until he has worked a combined total of six (6) months in such classifications in the Line of Progression to which he transferred.

18.3(a) Whenever a vacancy occurs in any job classification, Company may temporarily fill it by assignment. In making temporary assignments to fill job vacancies, other than vacancies in beginner's classifications, Company shall first consider regular full-time employees at the headquarters in which the job vacancy exists in the order of their preferential consideration under Section 18.8. The foregoing shall apply whether or not the vacancy is one which must be filled on a regular basis.

(b) As used in this Title, a "Line of Progression" means a grouping of office and clerical job classifications within a Division or Department into a normal line of progression sequence from one classification to another.

(c) Attached hereto, made a part hereof, and marked Exhibit A, is a listing of the Clerical Lines of Progression for the Divisions and Departments, setting forth the Lines of Progression for the Classifications as referred to in Title 2, Section 2.1, of this Agreement.

(d) Additional Lines of Progression may be established and the existing Lines of Progression may be modified or eliminated by agreement between Company and Union.

18.4 Only a regular full-time employee of Company whose bid is entitled to preferential consideration under Subsections 18.8(a) and (b) may submit by United States mail on a form provided by Company a prebid in anticipation of a job vacancy occurring in any existing classification and headquarters for which he desires consideration. Company need not consider any prebid which was postmarked less than eight (8) calendar days prior to the date of posting an award to fill a job vacancy in the classification and headquarters on which the prebid was made. Company, without rejecting the bid, will notify in writing an employee who submits a prebid, hereunder, of any known reason which might preclude his filling the classification on which he has prebid, including information regarding testing programs which must be completed. Company shall not be obligated to acknowledge or consider a prebid that does not meet the requirements of this section.

18.5(a) In making an appointment to fill a vacancy in a beginner's classification or in a regularly scheduled part-time job, Company shall give preferential consideration in the order of sequence provided in Section 18.8 to regular employees who have previously requested in writing a transfer to fill such vacancy, but Company may nevertheless reject the request of any employee who does not possess the ability to perform the duties of such classification and who has not demonstrated the qualifications required to progress in the Line of Progression of the classification which is vacant. If the vacancy is not filled as herein provided, Company may then fill it at its discretion.

(b) Any employee aggrieved by Company's application and interpretation of Subsection 18.5(a) in filling a vacancy in a beginner's classification may thereon invoke the grievance procedure of this Agreement, except that such a grievance shall not be submitted to arbitration.

(c) The following classifications shall be considered as beginner's classifications and shall not be subject to the bidding provisions of this Title:

Clerk D
Meter Reader
Apprentice Key Punch Operator
Machine Operator B
Telephone PBX Operator B
Stenographer C
Typist A

(d) By written agreement between Company and Union, this list of beginner's classifications may be changed.

18.6 When a vacancy occurs in a clerical or office classification, Company may fill it in its discretion by assignment, provided that the employee who is assigned is within the Line of Progression and the Division in which the vacancy occurs, and is either in the same classification as that in which the vacancy occurs or is in a classification having an identical, scheduled wage rate. Successive vacancies created by such assignment may be filled in like manner. If any vacancy is not filled as provided herein, it shall be filled in accordance with the provisions of Section 18.8.

18.7(a) On the first day of each month, Company shall post throughout its system a list of all job vacancies which are in the unit described in Section 2.1 of this Agreement, not filled through the prebidding system, including vacancies which have previously been posted but which have remained unfilled for a period of three (3) months from the date last posted, and including vacancies temporarily filled by Company as provided in Subsection 18.3(a), and including new classifications at existing headquarters or any jobs at a new headquarters, but excluding temporary vacancies and vacancies in temporary or part-time jobs and in jobs in beginner's classifications.

18.8 Whenever a vacancy occurs in a job classification listed in Exhibit F, which the Company intends to fill on a regular basis, preferential consideration shall be given in the following sequence to a bid submitted by any regular employee who is in a classification listed in Exhibit F, including those outside the bargaining unit and those classifications listed in Exhibit A:

- (a) Bids made by employees who are entitled to preferential consideration in the following order—first under Section 19.7 and second under Section 18.10.
- (b) Bids made by regular employees in the Division and in the Line of Progression in which the vacancy exists who are:
 - in the same classification as defined in Exhibit A, "Clerical Lines of Progression," as that in which the job vacancy exists, or
 - in classifications which are higher thereto, or
 - at the top rate of pay of the next lower classification, except as otherwise provided in Subsection 18.2(b).
- (c) Bids made by regular employees from any other Division in the same Line of Progression who are:
 - in the same classification as defined in Exhibit A, "Clerical Lines of Progression," as that in which the job vacancy exists, or

- in classifications which are higher thereto, or
- at the top rate of pay of the next lower classification, except as provided in Subsection 18.2(b).

(d) Bids made by regular employees in the Division in which the job vacancy exists regardless of their classification or Line of Progression.

(e) Bids made by regular employees from any other Division and from the physical bargaining unit regardless of their classification or Line of Progression.

18.9 When employees in the same preferential sequence as provided in Section 18.8 are each qualified by knowledge, skill, efficiency, adaptability and physical ability for appointment to a job, the bid of the employee with the earliest employment date shall be given preference for appointment.

18.10 The bid of an employee who was granted a leave of absence under the provisions of Subsection 6.2(b) and who returned to work as provided for in such leave in a classification lower than that which she filled when such leave of absence was granted shall be given preferential consideration to enable her to return to a vacancy in her former higher classification and Line of Progression.

18.11 Notwithstanding anything contained in this Title, Company may reject the bid of any employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made. Company may give tests to assist in determining an employee's qualifications. By written agreement, Company and Union may adopt testing programs for determining employees' qualifications for promotion. An employee's failure to pass such tests in accordance with a Company and Union-approved program shall result in the rejection of his bid without further consideration.

18.12 If Company does not within the time provided in Section 18.7 receive any bids on a job which has been posted, or does not receive a bid from an employee who possesses the qualifications set forth in Section 18.11, it may in its discretion make a final appointment to such job.

18.13 In making an appointment to fill a job vacancy in a classification involving personal contact by the employee with the public, or a technical classification, or a classification in which an employee must exercise supervisory duties, Company shall consider bids of employees submitted as herein provided, but Company may nevertheless make an appointment from among the qualified bidders to fill such vacancy on the basis of ability and personal qualifications.

18.14 When an employee is to be appointed to fill a job vacancy in preference to an employee with an earlier employment date, as provided in Section 18.9, Company shall notify Union of its decision prior to such appointment.

18.15 Notwithstanding anything contained in this Title, Company by agreement with Union may appoint to fill a job vacancy any employee who requests such appointment for reasons of urgent necessity,

(continued on page six)

Clerical-Physical Bidding Procedure

next lower classifications will be the criterion for awarding Physical jobs under "b". Employment date will be the criterion for awarding Clerical jobs under "b" as well as all the other categories.

7. If you are a successful prebidder, Company will contact you. Watch the bulletin board for the posting of job awards made through prebids or postbids (and, in the case of Clerical, Section 18.6, also). Job awards made through prebids from within the Division will be posted frequently—perhaps weekly—certainly monthly. They will list the classification-and-headquarters vacant, the name of the employee awarded the job, the seniority applied, and the contract subsection used.

If, because you have been demoted, you prebid a job in another Division and are awarded it, the Company will notify you by letter.

8. Otherwise, to bid into another Division you must postbid—after the vacancy occurs. Watch for the monthly Employment Bulletin which gives a systemwide list of vacancies not filled by prebids. File a postbid within ten days of the date the Employment Bulletin was posted. Again, use U.S. Mail; we suggest you certify

it and request a return receipt. Address your postbid to the appropriate Division office listed on the Employment Bulletin.

Transfers into beginning jobs in other Divisions are accomplished by filling a transfer request.

9. Post bids within each category will be considered on the basis of the following seniority criteria:

Category	Physical	Clerical
"a"	Company seniority	Employment date
"b"	Combined classification seniority	Employment date
"c"	Combined classification seniority	Employment date
"d"	Company seniority	Employment date
"e"	Company seniority	Employment date

10. If you have submitted a bid on a job in another Division, Company will send you a copy of the job awards list which includes the job you want.

Lines of progression effective Sept. 24th

Revised September 24, 1967

LINES OF PROGRESSION

DIVISION CLERICAL DEPARTMENTS

The tables shown below are for use in filling vacancies in the Division clerical departments. They should be used in connection with Section 18.8 of the Clerical Agreement dated July 1, 1953, as amended.

To use these tables, find the vacant classification. Below the vacant classification in the left-hand column are listed the next lower classifications. Below the vacant classification in the right-hand column are listed classifications which are the same as, or higher than, the vacant classification. The classifications listed as next lower, the same as, or higher than, the vacant classification are followed by a hyphen and a label which describes the general function of the clerical classifications which are so considered.

Combination classifications (e.g., Clerk-Steno C) and dual classifications (e.g., Clerk D/Meter Reader) are not shown as such. Vacancies in such classifications will be filled on the basis of the primary classification (the first classification in the title), taking into account the qualifications required for the secondary classification. Consideration for promotion of employees who hold such classifications shall be based upon the primary classification.

Example 1

If a vacancy exists in a Clerk B classification in the Sales Department, consideration under Subsection 18.8(b) of the Agreement in order of employment date shall be given to employees classified as Clerk C, the equivalent, or higher (including combination Clerk C jobs) in the Customer Services line of progression.

Temporary Assignments

Temporary upgrades shall take place within the department and headquarters in which the temporary vacancy exists provided there is a next lower classification to the vacant classification in such department and headquarters. Temporary upgrades into classifications where there is no next lower classification to the vacancy within the department and headquarters shall be made in accordance with the lines of progression.

Example 2

If a temporary vacancy exists in a Clerk B classification in the Sales Department, consideration in order of employment date shall be given to employees classified as Clerk C or equivalent in the Sales Department.

Customer Services Line of Progression

This line of progression includes such general functions as telephone switchboard operations, mail distribution and collection, Division files, reproduction, stationery, accounting, office services, new business, meter reading, meter tag posting, sales, rate analysis, telephone and counter service, credit, cashing and collection in Division, District and Local offices.

SUPERVISING CLERK B

Next Lower Classifications	Same or Higher Classification
Clerk A - Customer Services Adjuster	Supervising Clerk B - Customer Services

CLERK A

ADJUSTER

Next Lower Classifications	Same or Higher Classifications
Clerk B - Customer Services Head Meter Reader (14-20) Stenographer A - Customer Services	Supervising Clerk B - Customer Services Clerk A - Customer Services Adjuster Head Meter Reader (21 or more)

CLERK B

STENOGRAPHER A

Next Lower Classifications	Same or Higher Classifications
Clerk C - Customer Services Stenographer B - Customer Services Collector Collector and Meter Reader Customer Service Clerk Power Surveyor PBX Operator A - Customer Services	Supervising Clerk B - Customer Services Clerk A or B - Customer Services Adjuster Stenographer A - Customer Services Head Meter Reader (7 or more)

HEAD METER READER

Next Lower Classifications	Same or Higher Classifications
Head Meter Reader (lower rate) Meter Reader Clerk B - Customer Services Collector Collector and Meter Reader	Head Meter Reader (same or higher rate) Clerk A - Customer Services

COLLECTOR

COLLECTOR AND METER READER

Next Lower Classifications	Same or Higher Classifications
Clerk C - Customer Services Stenographer B - Customer Services Customer Service Clerk Meter Reader	Supervising Clerk B - Customer Services Clerk A or B - Customer Services Adjuster Stenographer A - Customer Services Head Meter Reader Collector Collector and Meter Reader

CUSTOMER SERVICE CLERK*

Next Lower Classifications	Same or Higher Classifications
Clerk C Clerk D Stenographer B Stenographer C Typist A Meter Reader PBX Operator A PBX Operator B	Supervising Clerk B - Customer Services Clerk A or B, or Adjuster - Customer Services Stenographer A - Customer Services Head Meter Reader Collector Collector and Meter Reader Customer Service Clerk Power Surveyor

* Successful completion of entrance examination required.

CLERK C

STENOGRAPHER B

PBX OPERATOR A

Next Lower Classifications	Same or Higher Classification
Clerk D Stenographer C PBX Operator B Typist A Meter Reader**	Supervising Clerk B - Customer Services Clerk A, B, Adjuster or Clerk C - Customer Services Stenographer A or B - Customer Services PBX Operator A Head Meter Reader Customer Service Clerk Collector Collector and Meter Reader Power Surveyor

** A Meter Reader who has passed the clerical "Employment Test Battery" (see Page 19) will be considered as being at the top rate of the next lower classification 5 years after his employment date. A Meter Reader, or a Clerk D who was formerly a Meter Reader, who has passed such test battery but who has been employed by Company for less than 5 years shall receive the same consideration as a Clerk D who is not at the top rate of his wage progression.

METER READER

CLERK D

STENOGRAPHER C

PBX OPERATOR B

TYPIST A

Beginner's Classifications

hereto, or
lower clas-
subsection

the Divi-
ts regard-
of Pro-

from any
sical bar-
ssification

referential
ch quali-
ility and
he bid of
date shall

granted a
subsection
ed for in
at which
i granted
o enable
er classi-

ed in this
employee
efficiency,
r the job
give tests
ifications.
ion may
employees'
failure to
any and
rejection

ime prob-
b which
from an
forth in
a final

a job va-
ntact by
lassifica-
ee must
consider
ded, but
ointment
vacancy
ions.

inted to
ee with
Section
decision

d in this
may ap-
requests
necessity,
age six)

North Bay Stewards meet in Santa Rosa



For Clerical

Prebid forms available Sept. 1

(Continued from page one)
bidding procedure is virtually identical to the new Physical procedure.

That means the prebidding in-

(continued from page four)

such as impairment of his health or that of a member of his family, or the lack of adequate educational facilities for his children in the locality in which he has been employed, provided, however, that an appointment shall not be made hereunder to a classification which has a wage rate higher than the classification of the employee who requests the transfer. For consideration under this Section, an employee shall submit to the Company, by United States mail, a letter outlining his reasons for such request. When a vacancy occurs at a location that could alleviate the employee's problem, Company and Union may agree in writing to the appointment of the employee to fill such vacancy.

18.16 Company, by written agreement with Union, may consent to an exchange of headquarters between employees in the same classification or classifications having identical, scheduled wage rates and Line of Progression without reference to the foregoing provisions of this Title.

18.17 By written agreement between Company and Union, other provisions may be substituted for the provisions of this Title.

18.18(a) At least once each month, and within an interval of not more than thirty-one (31) days, each Division of Company shall post on bulletin boards within the Division a list of all job awards made through prebids, postbids, or the application of the provisions of Section 18.6, since the last list was posted. Such list will include the job vacancy classification and headquarters, the appointed employee's name, and employment date, and the Agreement Section relied upon for the award.

(b) Company shall forward to each employee who has submitted a bid to fill a vacancy in a Division other than the one in which he has his headquarters the list of job awards which contains the award to fill the job vacancy on which he bid.

18.19 New classifications and wage rates in addition to those which appear in Exhibit F attached hereto may be established by agreement between Company and Union and Lines of Progression may also be established or modified by such an agreement. Company may establish new classifications and wage rates therefor on a temporary basis pending agreement thereon with Union.

formation found in the May issue now applies to Clerical as well. As soon as the Clerical prebidding forms are available around Sept. 1, they should be filed for every headquarters and classification you desire in your Division if you have "a" or "b" rights.

A demoted employee has "a" rights to return to his former classification and can submit a prebid in his present Division for anticipated vacancies in other Divisions as well as his own. Employees within the Division and Line Progression have "b" rights to a vacancy if they are in the same classification, as defined in the Line of Progression, as that in which the vacancy exists; in a higher classification; or if they are in the next lower classification at the top rate. The person with the earliest employment date in this "b" category would then be awarded the job.

Detailed language of Titles 18, 19 and the revised Lines of Progression should be available for reprinting soon. It is expected the first prebid awards will be made on September 24, so your prebids should be postmarked at least 8 days prior.

The members of the Clerical Bidding Committee were Joey Boone, Joan Bynum, Sam Clement, Dick Fleming, Gloria Gonzalez, Bruce Lockey, Pat McCormick, L. L. Mitchell, Sonja Romera, Shirley Storey, Ronald T. Weakley and Harry Welton.

Board policy in Remembrance

WHEREAS: The Local Union has previously provided for remembrances of its deceased members through one of the hereinafter mentioned methods — memorial bibles, floral offerings, or contributions to charities of the family's selection, and

WHEREAS: Timely notice has not been made in all cases which provided the ability to provide a floral offering, and

WHEREAS: Where floral offerings have been provided, the surviving members of the family have later indicated a preference for a memorial bible, and

WHEREAS: This situation has created some confusion and ill will in the past and it is our belief that some adjustment should be made to rectify the problem as it exists, now

THEREFORE BE IT RESOLVED: It shall be the policy to provide a memorial bible to the surviving spouse of deceased member and a floral offering not to exceed \$15.00 at the time of interment. Further, should timely notice not be provided or if the survivors so desire, a donation equal to the amount of the floral offering shall be made to a charity of the survivors' choice in the name of the deceased member in lieu of the floral offering.

Local Government employees gain

Negotiations in behalf of members employed by various public agencies have had the following results, Assistant Business Manager Mert Walters reports.

Alameda-Contra Costa Transit District

Wage increases totaling 70 cents an hour over three years; improved Holidays, Sick Leave and Severance Pay; and increased group insurance premium payments by the District highlight a new settlement which includes employees represented by Local 1245. Paid jury duty and funeral leaves are also provided. A semi-annual cost of living adjustment will be made at the rate of 1 cent an hour for every half point increase in the Consumer Price Index, starting in 1969 with the January, 1968 CPI as the base.

City of Berkeley

A five per cent general increase went into effect July 16th for Electric Department employees represented by Local 1245. The City of Berkeley will pick up the increased cost of the group hospitalization premium for the employee coverage. The Kaiser cost increase picked up by Berkeley from April 1st amounted to 15 per cent while the Blue Cross increase picked up from July 1st was 5 per cent of the premium.

Alameda Bureau of Electricity

Special adjustments ranging from 5 to 21 cents an hour preceded a 3 per cent general wage increase July 2nd. Alameda Bureau employees will now enjoy 3 weeks' vacation after 7 years' service, and 4 weeks after 20. Previously there was no provision for a fourth week of vacation.

City of Oakland

On July 1st, a 5 per cent increase for semi-skilled Laborers and Foremen, a 10 per cent increase for Cable Splicers, and 7½ per cent for all other classifications went into effect. Oakland will now pay an additional \$3.00 to the group hospitalization plans, bringing the total to \$8.00 per month. Vacations will also be improved.

City of Redding

The Redding City Council has voted to delay action on salaries until sometime in July with any increases retroactive to the first. The City Manager has recommended no wage increases be paid. The City of Redding is also considering adoption of a "merit civil service system". Local 1245 has submitted its comments and reasons for objecting to these actions and recommendations on which public hearings will be held in July.

Ron Fields becomes President as Thomas joins Staff



Ron Fields

Ron Fields has been appointed President of Local 1245 to succeed Lee Thomas who resigned to accept an appointment to the Staff, Business Manager Weakley announced in behalf of the Executive Board.

President Fields is a Line Subforeman now headquartered in Half Moon Bay. He was chairman of the 1966 System Negotiating Committee and will continue for the present as one of Union's members of the PG&E Review Committee.



Leland Thomas Jr.

Business Representative Thomas is taking leave from his Line Subforeman's job in the San Jose yard to join the Staff's apprenticeship training and safety functions.

The fact that men like Dan McPeak and Leland Thomas Jr. can be replaced by men like John Wilder and Ron Fields is a tribute not only to the individuals themselves, but also to the democratic structure which allows this development.

John Wilder appointed to Assistant Business Manager

Business Representative John Wilder has been appointed to the Assistant Business Manager's position left vacant by the resignation of Dan McPeak, Business Manager Weakley announced at the July 10th Staff Meeting.

John has been the senior Representative in East Bay Division for the last seven years, and before that was assigned to San Jose Division.

He worked for PG&E in the San Francisco Steam Generation Department and was a Shop Steward and Departmental Negotiating Committee member at the time of his appointment to the Staff in 1958.

The new Assistant Business Manager's family home is in Los Altos with his wife, Elaine, and Patricia—the only one of the children still at home; Paul and Judith are both married, and Richard is attending the University of Nevada.

Known affectionately to his colleagues (and perhaps a few of his counterparts) as "Big Bad John"



Assistant Business Manager John Wilder

—he will be a hard man to replace in East Bay Division, but then he is the man to fill the shoes of another "old irreplaceable" — Daniel J. McPeak.

Dan McPeak leaves Local

(Continued from page one)

drivin' man. He worked laying track for what is now the Canadian National Railway, between Edmonton and Vancouver. After many blustery seasons combatting the muskeg, he found to his delight that not all towns went down to 30 below in the winter. With his wife, Anne, he worked south to Portland where Dan was born. By the time Dan was ready to go into the fifth grade, the McPeaks had arrived in Alameda; his father drove piles for the Bay Bridge. His father never made it all the way to San Diego where the winters are balmy of all, but Dan might—again.

Dan is no stranger to San Diego. He trained there as a Marine in 1945 and '46—just after a war he was too young to fight. He was recalled to serve again in Korea in 1950-51.

McPeak joined Local 1245 upon his return and was a Shop Steward, Grievance Committeeman and Negotiating Committee Member at the time of his appointment to the Staff in 1956. He was first assigned to Diablo District of East Bay Division—then was given the responsi-

bility for San Francisco Division, which he held for some six years. In 1963, he was appointed by Business Manager Weakley to his present position of Assistant Business Manager.

His training in the industry has been long and complete. Starting as a Laborer in PG&E's Electric Department, he progressed successively through Groundman, Apprentice Lineman and, finally, Journeyman Lineman before joining the Staff. Largely because he was appointed by Business Manager Weakley after the consolidation of Local 1245 as one Union on the system, McPeak has had a complete training experience as both Business Representative and Assistant Business Manager. One of his most recent areas of specialization has been the Outside Line jurisdiction, which he handled with John Wilder, his successor — and Jim McMullan.

Most of us have some motto or guiding philosophy by which we try to live and to which we turn for renewal of the spirit. Often it is kept around our workplace. Taped to a sliding drawer (normally never seen) in Dan's desk is the following quotation:

**"I shall pass through this life but once,
Any good, therefore, that I can do
Or any kindness I can show to any fellow creature,
Let me do it now.
Let me not defer or neglect it,
For I shall not pass this way again."**

Dan lives by these words. Without taking anything away from anyone in this whole organization, we are convinced the likes of Dan McPeak "... shall not pass this way again."

Two deaths, two burns in two months

(continued from page one)

into the high voltage line.

His subforeman, Tom Peters, immediately climbed up the boom to the stricken man where he removed the burning clothes and administered resuscitation.

Wheeler was first rushed to the San Leandro Memorial Hospital and subsequently Franklin Hospital. He died there a few days later.

• A General Construction Lineman will probably lose his arm as a result of a serious burn accident

in Davis.

Frank Boyle was using hot cutters to install a switch in an energized 12,000 volt line. He was belted onto a pole with an Apprentice Lineman. The pole carried an alley arm with metal brace and a telephone cable with a snake covering. His arm was resting on the metal brace at the same time the metal portion of the cutters touched the energized switch. The charge came down through his arm and exited from his hip adjacent to the telephone cable which was no

longer protected by the snake covering.

He was taken to Woodland Memorial Hospital and later transferred to Franklin in San Francisco.

• The fourth serious industrial injury involved a Troublemaker in Tracy who was working on a transformer. Investigation into the details of this accident is continuing.

The Company rule book, State law and common sense indicate: If you can't do it safely—don't do it!

The Outdoor Scene

by Fred Goetz

Chinook (King) salmon are found on both coasts of the north Pacific, from northern China and Japan; off the Russian coast to the Bering Strait; (then swinging over) down the coast of North America—from Alaska and British Columbia, as far south as Monterey Bay, California.

After two or three years at sea, when the spawning urge asserts itself, they forsake their ocean home to arrive, unerringly, after many weeks of finning, at the headwaters of the crystal-clear stream—or, perhaps, small tributary—where they were born as a pea-sized egg:—a journey, from feeding ground to spawning ground, of often 1,000 miles or more.

The drive to the spawning waters, especially the last leg of the junket—from fresh water to redd—is relentless and persistent. Up and over seemingly unscalable falls they ascend; through the swiftest of rapids, surge; through tepid waters, so shallow their backs and dorsal fins are exposed, they slither in a drive to perpetuate the species.

Once they enter freshwater, they do not feed but call upon stores of fat and oil with which a provident Mother Nature has endowed them



In this ribbon-width stretch of the upper Metolius River, Oregon, in the shadow of majestic Mount Jefferson, about 300 miles, as the

fish swims, from the Pacific, and, conceivably, another 700 miles from its starting point in the ocean depths—comes the relent-

less Fall Chinook salmon, returning to its natal stream to spawn and to die.

—stores adequate to sustain them in reaching their far-distant natal rivulet. When they finally arrive at their destination, they are bruised and scarred, colorless and splotched of skin, a far cry from the chrome-bright specimen of the deep ocean.

Here, where they were born, they will die. The life cycle is repeated as the eggs are dropped; hatch; develop from tiny fry to fingerlings; spend months, perhaps a year or more in freshwater; enter the vast saltchuck; reach maturity, and so on “*ad infinitum*.”

Unlike the Atlantic salmon or west coast steelhead (sea-run rainbow), the Pacific salmon, dies after spawning. The belief held by some that it can recover from the spawning ordeal if it could but reach the ocean is scoffed at by fishery biologists.

The eggs hatch out in about 60 days. Some of the young may head

for the ocean as soon as they absorb their egg sac, while others may remain a year in freshwater before entering the ocean. Once they take up residence in the ocean in earnest, their growth is rapid, a growth promoted by the bountiful larder of Neptune: Herring; anchovies, other small fish, squid, shrimp and crustaceans.

According to records of **Field and Stream** magazine, the largest sport-caught salmon must be credited to Heinz Wichmann. Fourteen years old at the time, he eased a 92 pound Chinook from the Skeena River of British Columbia on July 19, 1959. It measured 1½ inches less than five feet from nose to tail and measured three feet around the middle. Largest commercially caught Chinook on record is a specimen taken from a fish trap at St. Petersburg, Alaska, a 125 pounder.



“through the swiftest of rapids, the salmon drives upstream to headwater spawning grounds . . .”



Oregon Game Commission photo

Numbered among many hazards in the path of the upriver spawners are the lures of anglers. Fred Locke of Portland, totes a Spring Chinook from the crystal-clear waters of the Rogue River.