



The above picture shows some of the Sacramento Division Shop Stewards going over the educational material presented at the Stewards meeting.

## YOUR *Business Manager's* COLUMN

### Taxes And Wages Attract Attention

By RONALD T. WEAKLEY

The month of April is a rough one. The tax man cometh and his bite is deep.

The Federal surtax charge is still on the books despite a change of administration voted by the people last year.

Our State governments continue to raise taxes, particularly in California, where a change of administration was voted in 1966.

Past promises regarding meaningful tax relief have not been kept by the new administrations to date.

Promises of future tax cuts won't help our members this month. The tax collector won't accept promises as payment. The minor "blow-backs" from surplus California funds derived from overtaxation will be of little help to our people, particularly when such piddling sums are scheduled to become available at a politically-motivated rate designed to "peak out" just prior to the 1970 State elections.

So much for the tax bit, which is only one item among many involved in the galloping cost of living problem. Higher costs for insurance, interest, food, clothing,

housing, transportation, education, medical and hospital care, recreation and even funerals, require Union action designed to gain some needed relief through negotiated wage increases this year.

Those utility unions and utility companies which we usually consider to be part of our wage pattern area, have been settling so far this year for a minimum of 6½ percent.

The foregoing factors, along with the Unit Recommendations on 1969 wage PG&E proposals, will be considered at our May 3 and 4 joint Executive Board-Advisory Council meeting for the purpose of developing our general wage policy for 1969.

It is expected that PG&E negotiations will commence early in May. The parties have agreed to move the reopening notice ahead in order to provide more time for bargaining toward the normal July 1 effective date.

Although the PG&E wage negotiations will soon become the major endeavor of Local 1245, we are now and will continue to be engaged in wage negotiations with many other employers this year which will be carried on under the general wage policy to be adopted at our May 3 and 4 joint leadership meeting.

Again, it can be noted that Local 1245 is the only real force available to the employees of the various employers with whom we deal, so far as pushing for wage improvements is concerned this year and every year.

It also behooves us to beef up our ranks to the highest possible level as we put Local 1245's negotiating machinery in motion for the economic benefit of its members and their families.

Seek out those who have not yet joined our Union. Point out that the more support our negotiating committees have behind them, the better the employers respond in terms of trying to satisfy the needs and the desires of their employees through acceptable settlements.

Please send any corrections of name, address or zip code to P.O. Box 584 Walnut Creek, Calif. 94597

(Name)

(Street Address)

(City)

(State and Zip Code)



# utility reporter

VOL. XVI, NO. 11

OAKLAND, CALIFORNIA

APRIL, 1969

Official Publication of I.B.E.W., Local Union 1245, AFL-CIO, P.O. Box 584, Walnut Creek, Calif. 94597

## SACRAMENTO — COLGATE SHOP STEWARDS MEET

On April 5, 1969, the Shop Stewards from the Sacramento and Colgate Divisions of P.G.&E. met at the Sacramento Inn.

There were approximately 30 people in attendance at this meeting. Roland W. Fields, President of Local 1245, was in attendance and talked to the group about the forthcoming wage negotiations, the Right to Work movement in California, and the general picture of what is going on in Local 1245.

Dave Reese, Business Representative, spoke to the group on the importance of safety on the job and also brought them up to date on the Master Apprenticeship Agreement.

John Wilder, Assistant Business Manager, explained the function of the Review Committee and discussed some of the cases in which they are presently involved.

Dean Cofer, Business Representative, instructed the Stewards on the use of the new stewards grievance record, and also opened the meeting for questions and discussion of problems in their areas. The Stewards asked some good questions and did not hesitate to participate in the meeting.

Shop Stewards are key people in our Union and meetings of this nature are very helpful in preparing them to do a better job in the field.



President Fields, left, is shown presenting a retirement scroll, 25 year pin and retirement pin to Bill Covington, Shop Steward from Placerville. (Bill has been a member of Local 1245 for 27 years.)

## Right to Work Committee is Active

WASHINGTON—The National Right-to-Work Committee apparently intends to exploit the nation's poorer workers—Negroes, farm workers and public employes—in its effort to destroy the union shop.

The committee, which is supported by money from anti-union employers, paraded spokesmen for its latest strategy at a press conference in Washington.

Notably absent from the conference's declarations was any boast of putting over new state right-to-work laws. The committee has been completely unsuccessful in this area in recent years.

Appearing for committee were:

- Ben Howard of Los Angeles, a former UAW member, who spoke out

(Continued on Page 6)

# A Letter From A Friend

Editor's Note: Vern Thompson, retired Manager of Industrial Relations for Pacific Gas and Electric Company is now working as a consultant for Harza Engineering Company in Iran. He sent the following note on his observations of conditions there. We thought it interesting and should be passed on because of the comparisons it shows and why we as Americans do not understand all of the problems in the Middle East.

Tehran, Iran  
27, Jan. '69

Dear Mitch:

It pleased me to receive your Christmas card and note. Although my work over here is most interesting, it is void of the competitive spirit that used to exist in some of our bargaining sessions. To tell you the truth I miss your aggressive and intelligent approach to problems that are as important to Companies as they are to people and the unions.

The worker in the United States has, in my opinion, much to be thankful for. Generally speaking he is represented by a good Union and his productive efforts are recognized by a competent management.

Watching the common laborer in Tehran causes one to meditate. His production takes place under circumstances that are difficult and trying. He works long hours a day — digging excavations that are real deep with pick and shovel — carrying brick, rock, dirt and sand on small wooden platforms or half barrel containers with handles, requiring two men. He seems to be constantly sifting dirt, using a small round hand sifter that can be handled by one man. You seldom see him rest during his work hours. The only rest he seems to get is during his siesta (about 2 hours in the middle of the day) and at night. During his siesta he will lie flat on his back, in the sun or in the shade. He lies any place. On the sidewalk. On the edge of the street. On a roof top. I saw one sleeping in a manure pile. He covers his face with a rag to keep the insects away and he slumbers.

I have heard that the common laborer's pay is from 60 to 100 rials a day. This I think is about right from an accuracy viewpoint. It amounts to something between 80 cents and \$1.33 in our money.

Doing excavating work with a pick and shovel they say one laborer will dig a hole 4x4x6 feet in a day. Watching him, I believe he does better than that. Many are superstitious. It is common to see them work with one pants leg rolled up uncovering a leg. He says that is his strong working leg and he wants to give it air.

For breakfast, lunch and dinner I think the laborer eats about the same thing. Stew and flat Farsi bread about 1/4" thick. It looks like pliable cardboard to me. The meal is called "Ab-e-gusht" — a mutton stew with lots of liquid. He eats sitting on the floor, sidewalk or dirt with his legs crossed. He eats out of a small bowl. It is filled with stew. He dips chunks of Farsi bread in it. He seems to have no utensils but his hands. He sits in a circle with his fellow workers and eats and talks. I am sure that he enjoys his meal.

Here the common laborer's appearance sort of classifies him. He seems to always have a small top covering on his head. (Turkish like) Usually he has patched pants. (Real big patches). His shoes are without backs, either cut out or broken over to allow his heels to protude.

I think if the laborer is steadily employed he owns his own shovel. Otherwise shovels are furnished. The shovels have real long handles. The laborers use the shovels to fill modern dump trucks.

Mitch, a recent article in the Iranian Tribune had this to say about the workers' welfare.

"Along with the economic development of the country, it is necessary to expand services concerning the welfare of groups who carry too heavy burden of such economic development. The workers play an important role in this respect. The problems of working groups are the inability (or limited ability) to read and write; lack of specialization; malnutrition; inadequacy of environmental sanitation; labour and public health; the relatively low level of pay; prevalence of intermittent employment; limitation of expansion of workers' unions, and finally lack of suitable housing facilities."

I am going to close this letter by saying again, the worker in the United States has much to be thankful for.

Sincerely, your friend,  
VERN THOMPSON



**the utility reporter**

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Published monthly at 1918 Grove Street, Oakland, California, CA 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 584, Walnut Creek, CA 94597. Second Class postage paid at Oakland, California.

**POSTMASTER:** Please send Form 3579, Change of Address, to P.O. Box 584, Walnut Creek, Calif. 94597.

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

# How Other Papers See The News

Our daily press misses no opportunities to point out that advances in wages and fringe benefits gained by workers through union negotiations increase the cost of material goods and service. They go into great detail quoting hourly, weekly and annual wages and predict their impact on the general public.

They seem to take particular delight in "exposing" increases for public employes. As our morning press in an article on October 18 put it "The onerous of any tax hike that might occur is now on the unions."

Yet these same publications seldom if ever report increases in salaries and fringe benefits of management and particularly not of top management. This is supposed to be private business and not the business of the public.

But where does the money for the salaries and fringe benefits of top management come from? It surely does not grow on trees! It comes from the same source that wages and fringe benefits for workers comes from — namely from the purchases and users of goods and services — the general public!

Let us examine this rationally. The salaries and wages of our city and county officials and employees come from the people of the community in the form of taxes and fees. That is public business and so the press broadcasts them. We do not object.

Now where do the salaries and wages of the officials and employees of the Gas Company, the Electric Company, Telephone Company come from? It is self-evident that they came from the same people of the community.

But here we come to a curious anomaly as far as our daily press is concerned. The wages and fringe benefits of the employees of these companies are blazoned forth on the grounds that they affect the general public, in the public interest. In other words, place the onerous burden on the workers and no one is apt to look further. So, they reason, since the salaries and fringe benefits of the top management of these companies are private business and no damn business of the public, the less they know about this the better it is for everybody—particularly for top management.

So if you were to go through the files of our daily press you can find out the wages of the workers but never the salaries of the officials.

Incidentally, what are the salaries and fringe benefits of top management of our daily press?

That, too, is private business.

But where does the money to pay these come from?

Well, it comes from the dimes you pay for the paper and from the advertising revenue which, in the last analysis you pay for when you purchase anything from any advertiser in the daily press.

Yes — let the public be informed in all matters of public interest. But let us have no double standard—one for labor and another for management.

Let's have the truth and the whole truth—'Labor Press'

April 10, 1969

Mr. Ronald T. Weakley, Business Manager  
International Brotherhood of Electrical Workers,  
Local No. 1245  
1918 Grove Street  
Oakland, California 94612

Dear Mr. Weakley:

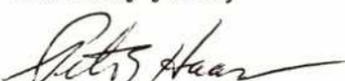
The wholehearted backing of organized labor is vital to the success of our United Crusade campaign.

We are aware that your organization supported the 1968 Crusade drive, and should be recognized in connection with the campaign at Pacific Gas and Electric Company.

Please accept the appreciation of those connected with the UBAC campaign and the 178 agencies which benefit from your efforts and contributions. Please convey this appreciation to your membership.

We look forward to your support in the 1969 campaign.

Sincerely yours,

  
Peter E. Haas  
1969 Campaign Chairman  
United Bay Area Crusade

# Apprentice Training Updates Journeyman Skills

The use of apprentices has been the means of perpetuating the knowledge and skills of artisans and craftsmen for centuries. Ancient records reveal that they were used as early as 2100 B.C. by the Babylonian Emperors to see that the arts of various trades were transferred from one generation to the next. There were also apprentices used in Egypt, Greece and Rome when they were dominant examples of society. The first recorded rules for apprenticeships were established in 1562 by Queen Elizabeth of England.

Throughout the course of history, the means of transferring the arts of a particular craft to the next generation has undergone great change. In the days of the guilds, apprentices were bound out to a master and all training was on the job. They worked under a contract which provided only for board and room, and lived under the rules set down by the master—which usually called for working from day light until dark. (See REWARD poster.) When his contract had been fulfilled, the apprentice was turned out to become a journeyman.

## 20 DOLLARS REWARD

RAN AWAY FROM THE  
SUBSCRIBER, ON THURS. MORNING LAST,  
**JOHN WHITAKER.**

*an indented Apprentice to the Brass Casting and Finishing Trade. Had on when he left his boarding house, a new hat and a blue round-about. The said John Whitaker has a brother in New Orleans, and is supposed to want to make his way thither. He is about sixteen years of age, straight short hair, rather sharpe gray eye, acquiline nose and sallow complexion. All persons are forbid harbouring the said lad, under the penalty of the law.*

*Should the said John Whitaker wish to return to his employer, and will give information respecting brass castings, etc. that are missing, that will prove his innocence, every thing that has occurred will be forgiven, and he will be treated as heretofore . . . which is strongly recommended to him, as every step will be taken and no expense spared to recover the said Lad. The above reward will be paid to any person who may give a clue to him, so that he is recovered.*

L. LEWIS, 53 White St.

NEW YORK, Aug. 17, 1835.

The terms "journeyman" and "apprentice" were very descriptive of the functions they performed. "Apprehendere," Latin, meaning to comprehend, became apprentice or a learner. "Jour," meaning day, and to go from place to place for a day, became a journey. A journeyman was a traveling day worker until he acquired enough worldly goods to become a master and could open his own shop. This, of course, changed with the Industrial Revolution as the cottage factory was replaced by the use of more complicated and costly machinery and tools. We still find the use of journeyman in the sense of traveling day worker prevalent in the building trades work.

The old means of selecting apprentices was to force people into a trade through the will of a master, and the parent, guardian or the law. The laws of the past had provided for apprenticeships as a means of punishment for debt, idleness or relief for the poor.

The training processes and the selectivity of those entering a trade today have of necessity become more complicated. Changing technology has made academic knowledge more important. The natural talents of people to become more proficient in one craft over another as well as the need to provide job satisfaction and motivation, called for greater selectivity of placement in a craft.

Today's apprenticeship can be more likened to an internship such as those used in the professions—as a junior partner in a law firm. The apprentice earns while he learns. As he becomes more proficient he progresses up the wage ladder until he has qualified himself by training, education and experience to carry on the functions of a full-fledged mechanic in his particular field.

Local 1245, under the leadership of Business Manager Ronald T. Weakley, made its first contract proposals on formalized apprenticeship in 1952. These proposals called for fully indentured joint programs with tripartite participation by the Union, Company, and the State Division of Apprenticeship Standards.

Prior agreements involving apprentice classifications had been worked out shortly after World War II to determine apprenticeable classifications under which certain veterans became entitled to assistance from the Federal Government in the purchases of tools which were needed to practice the arts of each craft. These subsidies have long since run out but a new program has evolved providing a stipulated monetary allowance for training

periods of one month for each month of active duty in the Armed Forces with a maximum of 36 months. The allowance is graduated and diminishes as progression through the program is made and allowances are greater for those with dependents. To be eligible the veteran must have been discharged after January 31, 1955, and must be enrolled in a Government-approved program.

The principal objectives of the Union proposals were intended to provide known and understandable qualifications for entry into an apprentice program; defined and realistic standards of achievement for each stipulated period of the progression; the schedule and limit of duties to be performed during each period; the means and methods of record keeping and checking the attainment of the prescribed standards; and finally, once having achieved the required time and proficiency set for attaining the knowledge and skill, the apprentice would attain journeyman status and pay without having to wait for a posted job opening.

These basic objectives, in one form or another, were contained in each set of the Union's bargaining proposals until 1957. In 1957 agreement was reached to establish a Joint Apprenticeship Committee under provisions of the Agreement (Title 109). The functions were limited to matters of entrance requirements of applicants into an apprenticeship. Recommendations of this Committee were to be submitted to the proper officials of each of the parties for their adoption, modification, and joint formalization into legal agreements. The Apprenticeship Committee was composed of three Company members and three Union members. The first Committee was: Company—W. L. Murray (Personnel—now Colgate Division Manager); E. F. Sibley (Manager, Gas Control); and Percy Oldershaw, now retired. Union—L. L. Mitchell, Senior Assistant Business Manager; "Nick" Matulich, Light Crew Foreman, Gas Department, East Bay Division; and Jerry Woerner, Electrician, North Bay Division. (Both now in Supervision)

The first screening program was developed for Gas Servicemen and the Company set up a school with both academic and laboratory training to be provided in a centralized school. The school was not approved jointly as a qualification by the parties, although under Section 205.11 (Section on qualifications), it did form the basis of a case for disqualification in certain instances. The agreed screening requirements included the use of a manual dexterity test, an educational level test (Wonderlic), and a spelling test in the form of an essay, and a writing test for legibility. Later, pre-entry screening schools for lineman apprentice (climbing) and fitter apprentice (welding) were agreed for those classifications with the pre-testing the same for these classifications except that no spelling or writing tests were required. A math test was added, however (Madden-Peak).

General problems related to placement of people within an apprenticeship who could not meet the expected future standards of achievement, and to separate training from production needs for duties less demanding than needed for full journeyman status, were handled in general negotiations by establishment of production jobs or holding jobs such as meter shopman, shopman, garage, and fieldman. Jobs where true journeyman programs were unable to be established because of lack of need for an adequate number of journeymen or because of special geographic limitations in duties of a universal need, were established as progressive wage rate jobs with only on-the-job training being used to develop the replacement of the experienced and trained people — automatic progression being provided through the progressive wage rate.

Bidding and seniority systems developed during the period when an informal training system existed, also posed problems. Changing technologies eliminated jobs as well as duties and created the need for combining duties from one job to another when the major portion of a job was eliminated. These also were handled by general negotiations and the establishment of new jobs to meet the needs. The most significant of these changes was the establishment of a test and control or measurement group in the gas department.

All of these moves took time. The first change in the expansion of the Apprentice Committee functions was made by amendments in 1962 to the working Agreement, Title 109, Section 109.2, in which the Apprentice Committee was to study and discuss methods of grading, related training, means of progression, etc.

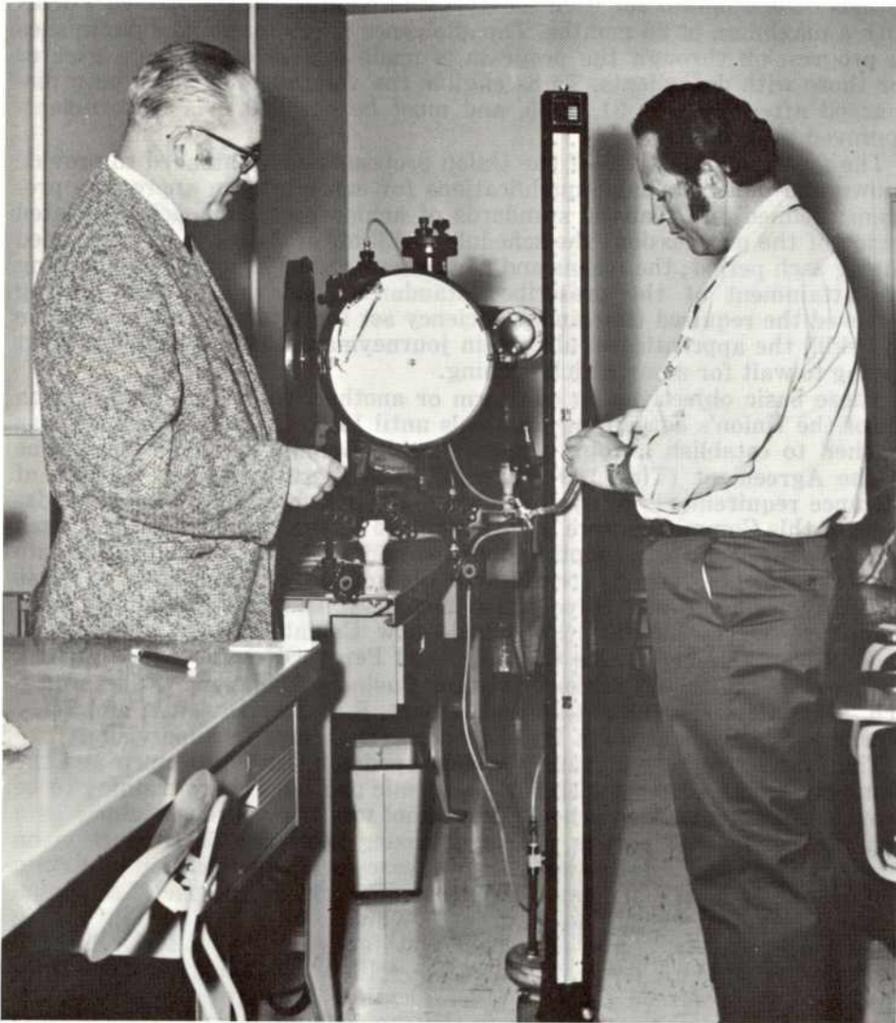
Shortly after this change, because of the expanded need for committee work, the use of representatives of the Local Union as committee members was established as we had experienced constant change of committee members because of promotions, etc. This created problems on continuity of the Union program. The Committee was then composed of L. L. Mitchell, Senior Assistant Business Manager, and Business Representatives L. N. Foss and F. A. Quadros, for Union and Daryl G. Collins (Industrial Relations), Ralph C. Dodge (Gas Distribution), and Richard Lindsay (Electric Operations) for Company.

Under this enabling clause special schools were agreed upon to provide accelerated training for electrical technicians, a provisional lineman training school, fitter pre-testing school, and a secondary training school after 6 months of apprenticeship. Testing requirements for transfers from electrician to electrical technician, and certain agreements on nuclear training schools for operators and radiation monitors for the Humboldt Bay Unit #3, were established.

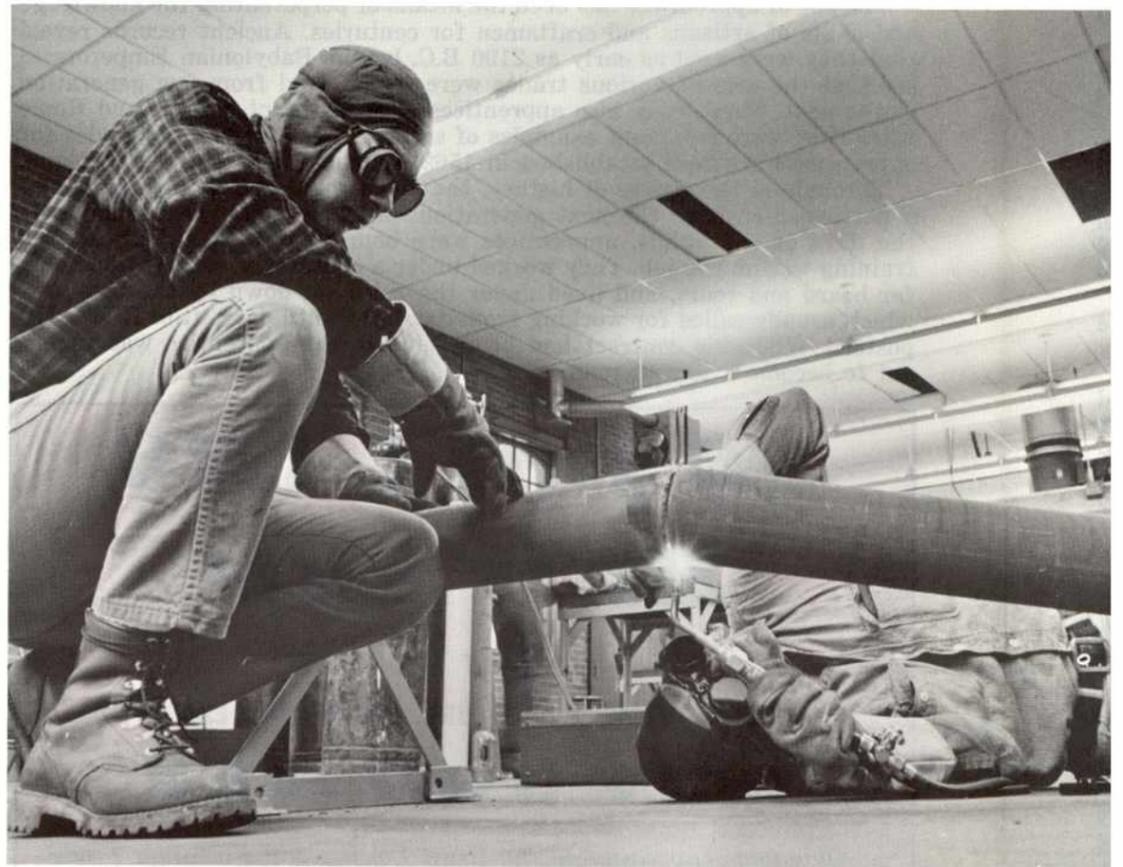
By 1966, many of the problems faced in 1957 had been answered. Most of the pre-entrance testing requirements had been agreed on apprenticeships which were intended to remain. After field testing and application, some of these requirements were altered or modified to meet changing needs. In 1966, automatic progression to journeyman status was agreed for those currently in apprentice programs and a definite commitment reached to

(Continued on Page 6)

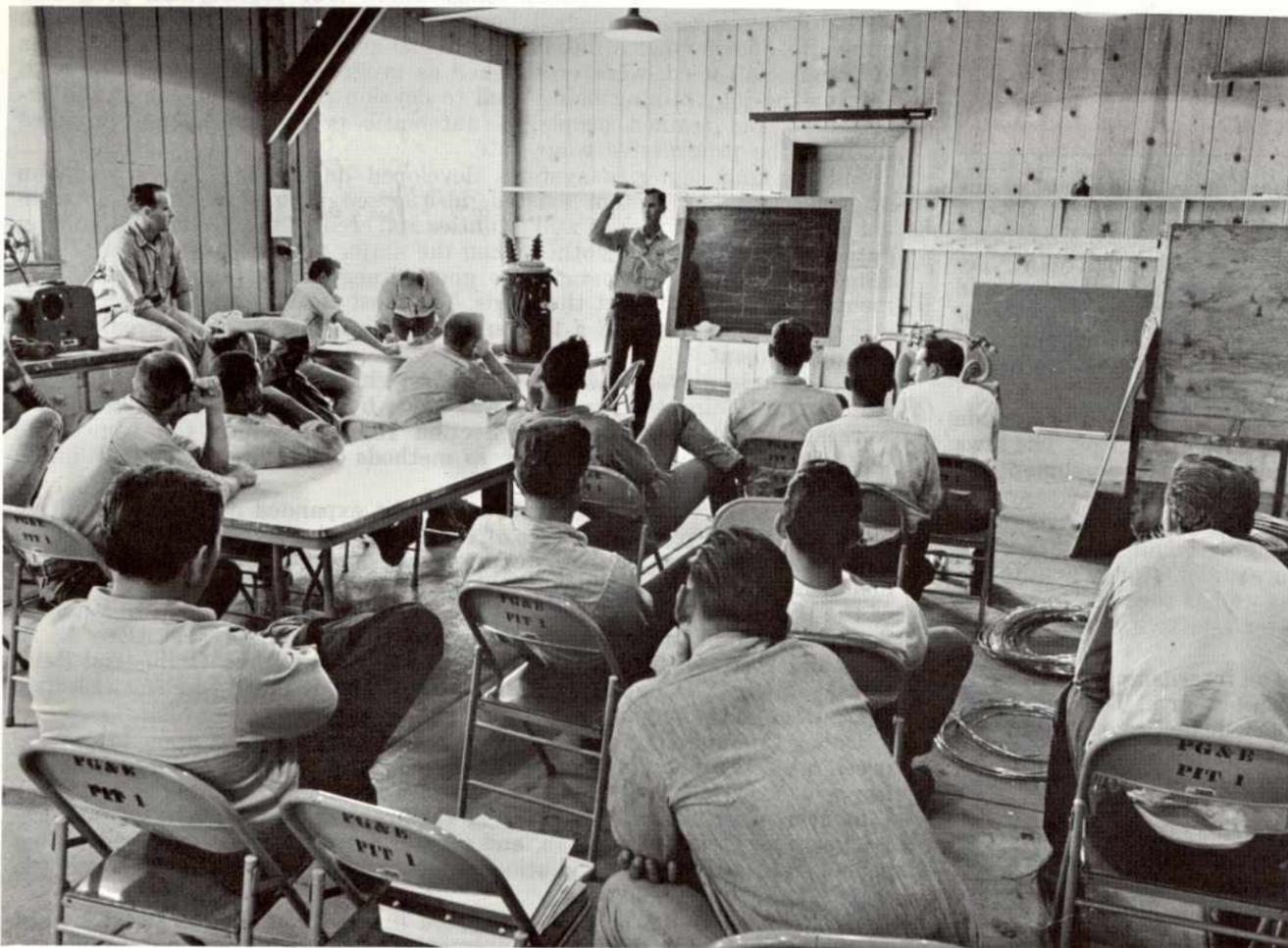
# The Apprentice Program Includes Acc



Instructor George L. Catey, left, and Vince Azevedo, Apprentice, are shown performing a differential calibration on a Foxboro Flow Meter. This operation is part of the lab work in the Apprentice Gas Measurement Mechanics School.



Two unidentified apprentices are shown working on a problem which was set up to resemble the one they will encounter in the field. This photo was taken at the Apprentice Fitters School at Potrero.

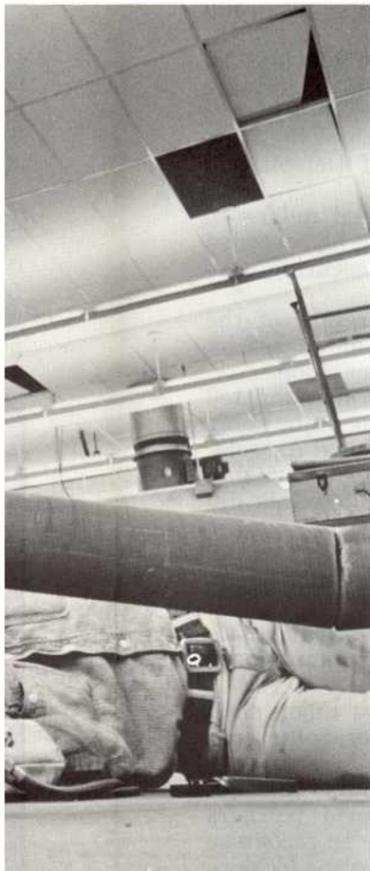


All of the Apprentice Programs involve academic and "laboratory" training. Shown above is a "skull session" at one of the Apprentice Lineman Schools. The Apprentices are being instructed in the fundamental operation of a Transformer, and also the various connections to be made.



Apprentice George Hilke, left, is shown receiving some instruction from Instructor Emmett Hardy. This welding class is part of the Apprentice Fitters School.

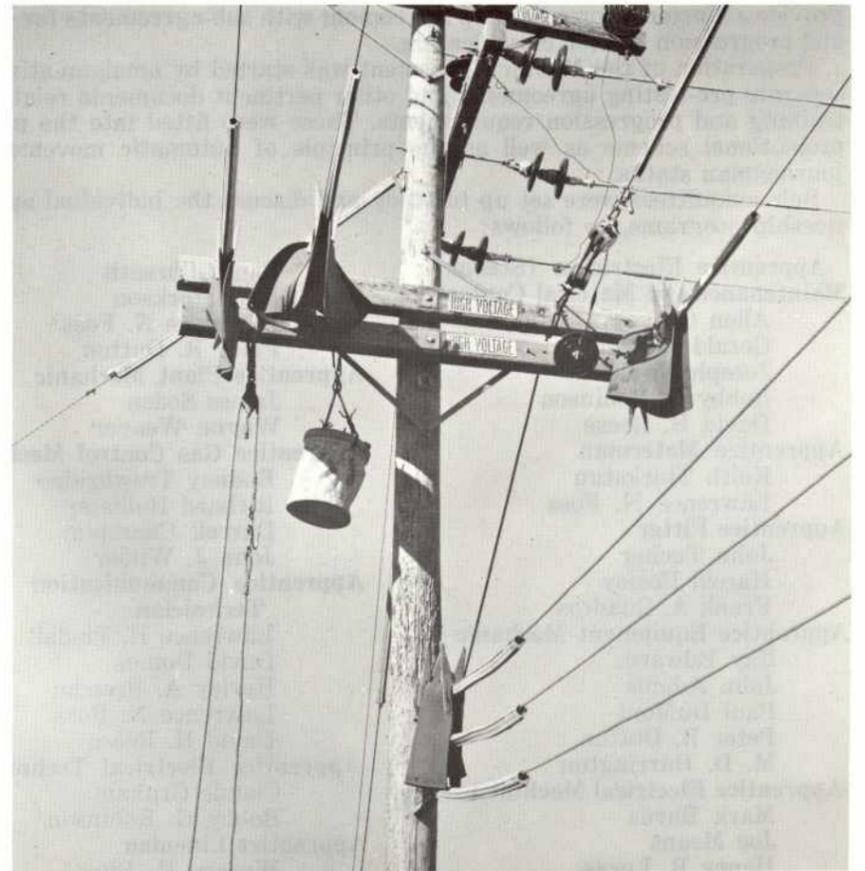
# Academic And Laboratory Training



set up to resemble the type of job  
s School at Potrero.



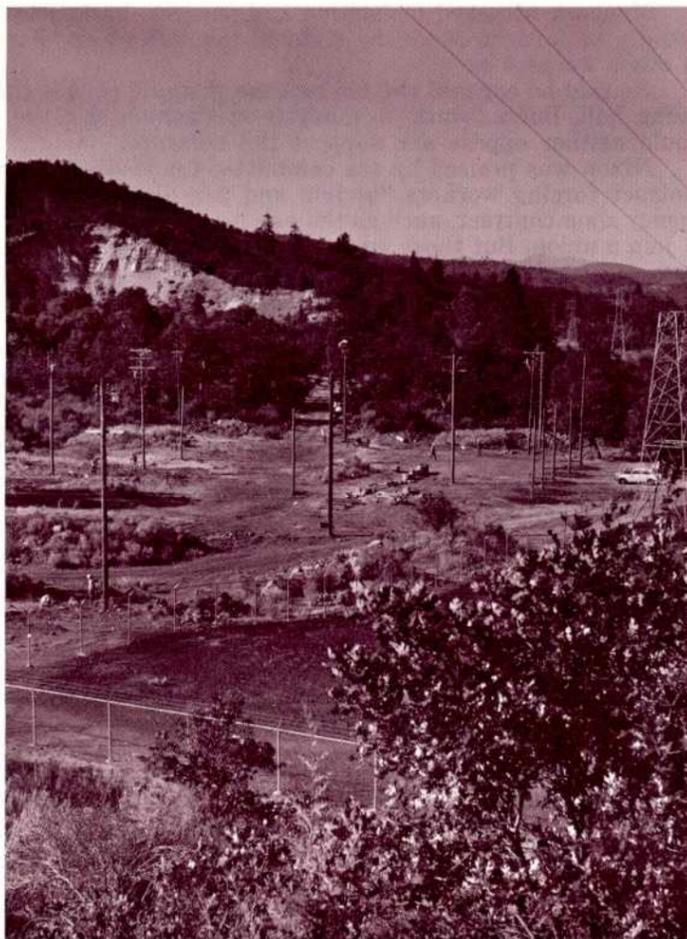
Two unidentified apprentices are shown working on a problem involving an Alley-arm at the McCloud-Pit Apprentice Lineman School.



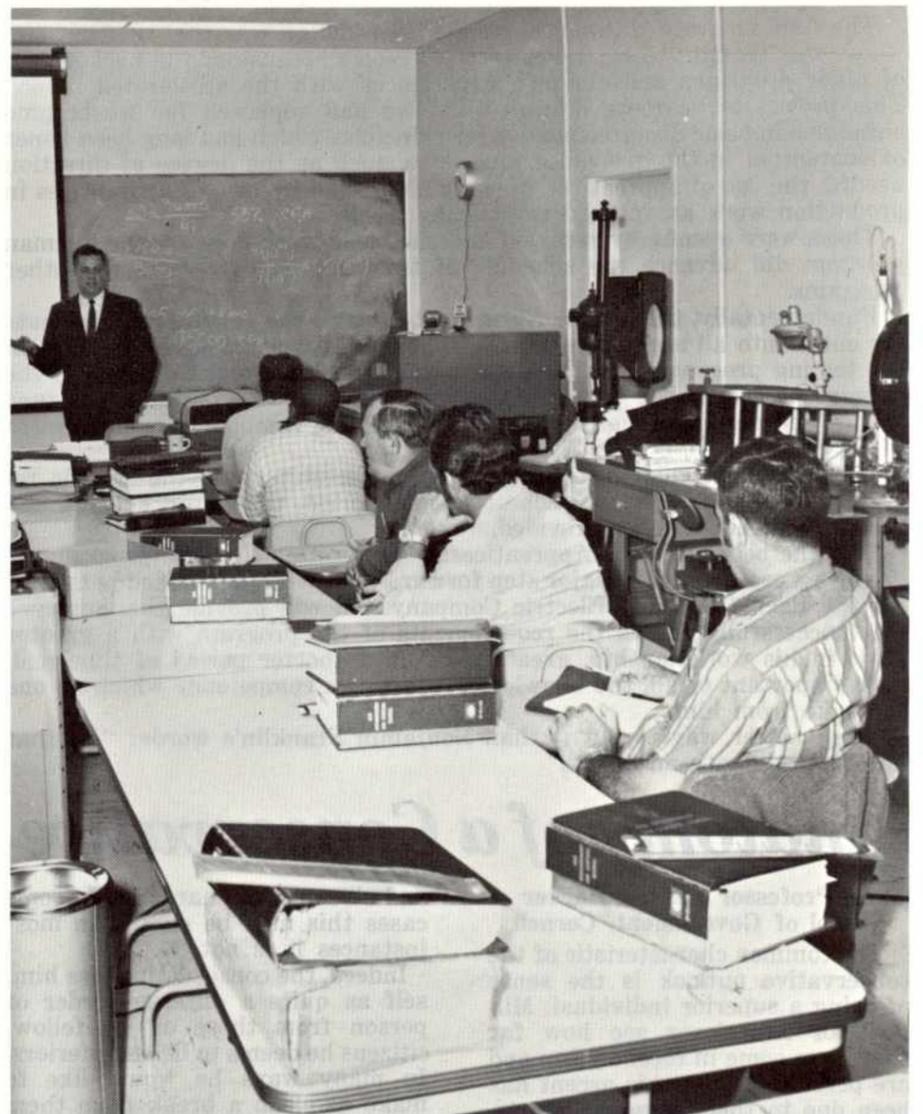
At the Apprentice Lineman School in Kettleman, apprentices are instructed in the use of Rubber Protective Equipment which is shown above.



own receiving some tips from  
class is part of the Apprentice



This photo gives you an over-all view of the practice area at the McCloud - Pit Apprentice Lineman School.



Curtis Clarkson, Operating Co-ordinator from System Gas Control, is a Guest Instructor for the academic portion of the Gas Measurement Mechanics School.

# Apprentice Training Updated

(Continued from page 3)

provide a Master Apprenticeship Agreement with sub-agreements for duties and progression in each classification.

Preparation of the Master Agreement was started by amalgamating the separate pre-testing agreements and other pertinent documents relative to training and progression requirements. These were fitted into the pre-bid promotional scheme as well as the principle of automatic movement to journeyman status.

Sub-committees were set up to study and discuss the individual apprenticeship programs, as follows:

## Apprentice Electrician (Steam, Maintenance and Material Control)

Allen Graves  
Gerald Beitzell  
Joseph Eisele  
Bobby G. Robinson  
David H. Reese

## Apprentice Meterman

Keith Thickstun  
Lawrence N. Foss

## Apprentice Fitter

John Tucker  
Harold Easley  
Frank A. Quadros

## Apprentice Equipment Mechanic

Ray Edwards  
John Adams  
Paul DuMont  
Peter R. Dutton  
M. D. Harrington

## Apprentice Electrical Machinist

Mark Burns  
Joe Means  
Henry B. Lucas  
Frank S. Anderson

## Apprentice Welder, Rigger, Instrument Repairman, and Machinist (Steam and Material Control)

Art Delgado  
Roy Bondiott  
Don McNeill

Paul Gilbreath  
Earl Storkson  
Lawrence N. Foss  
Peter R. Dutton

## Apprentice Plant Mechanic

James Soden  
Wayne Weaver

## Apprentice Gas Control Mechanic

Rodney Trowbridge  
Richard Hollister  
Darrell Champlin  
John J. Wilder

## Apprentice Communication Technician

Lawrence H. Tindall  
David Domes  
Harley A. Brendal  
Lawrence N. Foss  
David H. Reese

## Apprentice Electrical Technician

Claude Graham  
Bobby G. Robinson

## Apprentice Lineman

Warren H. Burr  
Robert A. Goerlitz  
Edward A. Seekamp  
Leland Thomas Jr.  
L. L. Mitchell

## Apprentice Gas Measurementman

Robert Burkell  
Larry Noceti  
Frank A. Quadros

The first separate training agreement worked on was that of Lineman, which was thought to be the easiest to resolve because of the background of other programs and our own experiences with the accelerated school. This proved to be more difficult than we had supposed for we became entangled in basic disagreements over principles which had long been bones of contention in the grievance procedure, such as the degree of direction needed, the use of apprentices working alone, and the use of apprentices in production work as opposed to training needs.

These were eventually resolved and the basic work done on the lineman program did advance the schedule of time needed to resolve the other programs.

Fundamentally, the Master Agreement controls the general requirements for entry into all apprenticeships, establishes the principles to be used in the testing programs and the progression of the apprentice, provides the general procedure for filling of journeyman vacancies from unassigned status, and regulates the procedures for handling complaints or grievances of the apprentices.

The individual guidelines for each apprenticeship cover the specific requirements to be made for each six-month period, the record keeping and the training hours to be provided.

It is the belief of your Apprenticeship Committee that the program, as finally agreed upon, is a major step forward in providing qualified personnel for the Pacific Gas and Electric Company and will provide the employee who successfully fulfills the requirements of the program with a greater pride in his workmanship, greater skill in a shorter period of time and, most important of all, the knowledge of his own competency which no one can take from him.

What better way to put it than Benjamin Franklin's words: "He that hath a trade hath an estate."

# Anatomy of a Conservative

By Professor Andrew Hacker  
School of Government, Cornell

The common characteristic of the conservative outlook is the sense of being a superior individual. Millions of Americans see how far they have come in recent years and are persuaded that this ascent has been due to their personal efforts. The trek from a blue collar to a white collar, or from the city to the suburbs, or from high school to college and on to a respectable job, these advantages are seen as the result of intelligence, hard work

and strength of character. In some cases this may be so, but in most instances it is not . . .

Indeed, the conservative sees himself as quite a different order of person from those of his fellow-citizens he deems to be his inferiors. In many ways he would like to make as clean a break from them as possible because they threaten him both politically and socially—politically, because they may have the votes that would lead to changes in the prevailing distribution of

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# Right to Work Committee is Active

(Continued from Page 1)

for black separatism and dual unionism as a leader of a California group called Black Workers Alliance.

• Jose Mendoza, self-styled farm worker, who has been touring the country with financial help from the committee in an effort to undermine the grape workers' strike in California.

• James Nixon, a Negro, who has brought suit in an attempt to knock out an agency shop contract negotiated between the City of Detroit and State, County & Municipal Employees Council 77.

Howard said that his alliance hopes to "raid" established unions in California to form "separate" black unions. Under questioning, he conceded this was "dual unionism" and that he might run into trouble securing elections under the Taft-Hartley law.

Howard, who said he is vice chairman of the western region of the Congress on Racial Equality, distributed copies of a resolution passed by Los Angeles CORE group that had come out against the union shop.

Asked whether his CORE chapter was typical of others, he admitted he knew of no other CORE group that had come out against the union shop.

He claimed that "there have been moves" within the National Association for the Advancement of Colored People and the Southern Christian Leadership Conference "to combat" the union shop. He couldn't specifically identify any.

When a reporter reminded him that the late Dr. Martin Luther King, who formerly headed SCLC, was a strong supporter of the union shop, Howard nodded assent.

Asked why he was no longer a member of UAW Local 887 at North American-Rockwell, an aircraft manufacturer, he said he was promoted out of the bargaining unit into a supervisory post at the plant.

It was brought out that North American-Rockwell has a union shop contract, which was overwhelmingly approved in a 1968 referendum conducted among the firm's 21,000 workers.

Mendoza told how the committee "has sponsored me on tours" through the United States in opposition to the AFL-CIO United Farm Workers Organizing Committee's boycott of grape growers who refuse to recognize or bargain with the union or to permit an election among the grape pickers.

He identified himself as general secretary of Farm Workers—Freedom to Work, which he said was formed "after a series of workers' rallies last fall" to oppose UFWOC.

A spokesman for UFWOC in Delano, Calif., said the organization was formed with financial backing from Giumarra Vineyards of Bakersfield and several other grape growers who have opposed union rights for their workers.

Jerry Cohen (UFWOC attorney) said the union now has a suit pending in a state court against Mendoza's organization, originally known as "Farm Workers—Freedom to Work Association," charging that it illegally took money from an employer. "It's a company union, no doubt about it," Cohen said.

Mendoza attacked legislation in Congress, backed by UFWOC, which would give farm workers the right to join unions and bargain collectively, as other workers do.

He said he opposed the bill because it would permit the union shop and hiring hall. But a "work" committee spokesman said the committee itself would neither oppose nor support the measure.

Nixon was praised by the committee for leading a fight to "nullify" a contract forcing workers "to join and pay dues" to a union. Actually, an agency shop contract, such as the one in question, does not require workers to join a union. But those who do not are required to pay the equivalent of dues as a service fee, since federal law requires a union to represent and bargain for all workers in its jurisdictional unit whether they are members or not.

(This article is from the February issue of the 65 News, a Journal for the United Steel Workers of America.)

## Social Security is an Investment

Today's young workers can look forward to getting Social Security retirement benefits worth considerably more than the total they will pay into Social Security toward that retirement protection.

In addition, they have survivors and disability insurance under social security that may mean as much as \$75,000 to \$100,000 in payments to an individual family, should the worker die or becomes disabled for work before retirement.

Erroneous calculations continue to circulate, purporting to show that a young worker will not get his money's worth for his social security contributions. The facts show just the opposite.

Even the group of young workers who will be paying into Social Security for an entire working lifetime, under the schedule of contributions now in the law, will get Social Security retirement benefits worth at least 15 to 20 percent more than their own contributions toward those benefits, and that includes an allowance for the interest the contributions might have earned.

And it is a practical certainty that they will get a return even higher than that. As wage levels continue to rise, income to the system increases at a faster rate than corresponding benefits liabilities. Benefits can therefore be raised without increasing the contribution rates.

The value of your Social Security protection grows as the economy grows, unlike the usual private insurance contract which promises a fixed amount of money in return for a specified premium. So while a look at the schedule of benefits and contributions in today's law assures the young worker that Social Security is a good investment, he can look forward to an even greater appreciation in its value.

This article is from the Electrical Worker's Journal.

# Government Finds Way to Beat Inflation

By Sidney Margolius  
Consumer Expert for Utility Reporter

The government finally has found a way to beat the inflation. You just reduce your standard of living.

Now that the government's "moderate" budget has reached an embarrassing \$10,000 a year including taxes for a family of four, the Bureau of Labor Statistics has worked out a new "lower" budget which costs only \$6,500.

Who asked for a new "lower" standard? Working families didn't. But the new standard certainly is helpful to employers if hampering to workers seeking wage increases. The old "moderate" budget had been criticized by employers and their spokesmen. Its \$10,000 price tag is noticeably out of reach of industrial workers who typically now earn \$6,000-\$6,500 a year.

Even the name given to the new budget standard is mystifying. BLS doesn't call it an "economy" budget or "near poor" or even a "modest" budget, just a "lower" standard, whatever that means.

One official calls it a budget of "aspiration," meaning, the family aspires to improve itself from that level. Frankly, it looks more like a budget of "frustration." By the time the aspiring (and perspiring) working family reaches the income level necessary to do a little better than this meager budget the cost of living has gone up again.

The new "lower" budget is one of frustration in other ways. We have taken the liberty of bringing the costs up to date to reflect price increases since BLS worked out this budget in the spring of 1967. As the table with this article shows, the "lower" budget allows only \$106 a month for rent, including utilities.

The food allotment also requires strict economy. It allows only \$1.20 a day per person, including meals away from home. How does the government expect a family to achieve that low cost? By eating more potatoes and less meat. The "lower" budget calls for 10 pounds of potatoes a week compared to 8½ in the "moderate" budget, and allows the family only 11¼ pounds of meat a week compared to 17½.

The clothing budget is noticeably meager, and it's the woman who pays. Contrary to usual practice, the wife is allowed less than the husband — only about \$119 a year to \$152 for him. He won't really be much of a dandy on this amount. But he can buy 3½ pairs of slacks a year while the wife could buy just about two dresses and a half a pair of slacks (say a leg at a time.)

The transportation budget also is a problem, especially if you need a car to get to work. For the lower-cost budget, BLS figures that only about half the families could have a car, and at that it would have to be an eight-year old. The table with this article shows an average allowance of \$39 a month for transportation; however, if you do own even an eight-year-old car your transportation allotment would have to be about \$50 a month. For non-owners living in large cities with adequate public transportation, the transportation expense would be only \$9-\$10 a month.

On the "moderate" budget, you could replace your car every four years with a two-year old used car.

The budget table shows the damage that has been done by leaping medical costs in the past ten years. BLS used to figure that medical care takes almost 10 per cent of the "lower" budget, an even 6½ of the "moderate" one. So that's where your car is going.

The "lower" budget makes virtually no allowance for commercial recreation other than an occasional movie. Neither budget provides for any educational savings.

Some government experts argue that costs of these budgets for a family of four should not be compared to average wages, as we like to do. They say that the average wage includes single workers and what they call "entry workers" (not meaning doormen, but new workers). The fact remains that the average wage also includes many family men. The young, single and female usually earn less than the average.

In any case, the typical industrial worker in this supposedly affluent era, if he does have a family, can barely afford even the meager new "lower" standard of living. Perhaps BLS should try for still another standard, which they can call the "modest lower budget."

## APPROXIMATE EARLY 1969 BUDGET COSTS\*

	Lower-Cost Budget		Approx. Moderate-Cost Budget	
	Budget	Per Cent	Budget	Per Cent
Food, including away from home	\$145	31%	\$186	27%
Housing, including utilities, operations	106	23	184	26½
House furnishings	13	2½	25	3½
Transportation	39	8	77	11
Clothing and upkeep	50	11	70	10
Personal care (haircuts, etc.)	15	3½	19	2½
Medical care and insurance	44	9½	44	6½
Reading and recreation	13	2½	27	4
Other goods and services	14	3	21	3
Gifts and contributions	13	2½	23	3
Life insurance	11	2½	14	2
Occupational Expenses	4	1	8	1
Monthly Total	\$467	100%	\$698	100%

\*Not including income and social security taxes

## buyers' bailiwick

COMPARATIVE "MODERATE" LIVING COSTS\*  
U.S. Average Equals 100% and \$698 a Month

Area	Relative	Cost
Honolulu	120%	\$838
New York-Northeastern, N.J.	110	768
Boston	110	768
Hartford	108	754
San Francisco-Oakland	108	754
Buffalo	106	740
Milwaukee	105	733
Seattle-Everett	105	733
Minneapolis-St. Paul	104	726
Cedar Rapids	103	719
Chicago-Northwestern, Ind.	103	719
Los Angeles-Long Beach	103	719
Champaign-Urbana, Ill.	102	712
Cleveland	102	712
Indianapolis	102	712
Washington, D.C.-Md.-Va.	102	712
Portland, Maine	101	705
St. Louis, Mo.-Ill.	101	705
San Diego	101	705
Denver	100	698
Philadelphia-N.J.	100	698
Detroit	99	691
Green Bay, Wis.	99	691
Kansas City, Mo.-Kans.	99	691
Lancaster, Pa.	99	691
Wichita	98	684
Bakersfield, Calif.	97	677
Cincinnati-Ky.-Ind.	97	677
Pittsburgh	97	677
Baltimore	96	670
Durham, N.C.	95	663
Dayton, Ohio	95	663
Atlanta	92	642
Baton Rouge, La.	92	642
Dallas	92	642
Nashville	92	642
Houston	91	635
Orlando, Fla.	91	635
Austin, Texas	88	614

## U.S. Atomic Energy Commission Reports:

A compact nuclear reactor with potential uses on a moon base and in orbiting space stations is operating at design power.

The reactor, developed for the Atomic Energy Commission by North American-Rockwell's Atomics International Division, is producing 600 thermal kilowatts at 1300°F while being tested in an underground vacuum chamber at an AEC laboratory at Santa Susana near Los Angeles. The electrical power that could be generated by an operating reactor of this type would range from 20 to 75 kilowatts, depending on the type of power conversion equipment used.

The nuclear reactor system was developed in the AEC's SNAP (Systems for Nuclear Auxiliary Power) Program. It is designated S8DR.

The system could provide power for manned orbiting laboratories — large spacecraft which will undertake research from vantage points high above the earth; bases on the surface of the moon, from which astronauts can explore the lunar surface; and advanced hardened missile bases on earth. It is being considered for these uses because of its potentially high reliability, small size and long life (two-five years) without need for refueling or maintenance.

The AEC plans to operate the test reactor for more than a year at 600 thermal kilowatts at 1300°F. During this period, the reactor will also be operated at power levels up to 1,000 kilowatts at lower temperatures.

Testing at various power levels will demonstrate the compatibility of the compact reactor with several power conversion systems. These power converters change heat from the reactor into electricity.

Heat is generated in the core of the reactor by 211 cylindrical fuel elements containing highly enriched uranium mixed with zirconium hydride. The core is about two feet high and 9½ inches in diameter.

A liquid mixture of sodium and potassium is pumped through the core to carry off heat. Its peak temperature is 1300°F.

For the test period, none of the heat is converted to electricity, as would be done in practical use of the reactor system.

The reactor was first operated in June, 1968. At that time, it produced no heat.

The reactor being tested is the second in the SNAP-8 series. The first was the SNAP-8 Experimental Reactor, also developed for the AEC by Atomics International. It began power operation in 1963 and was dismantled in 1965 following completion of its test program.

Both systems extend the technology of SNAP-10A, a less powerful reactor system (500 watts) which in 1965 became the first nuclear space reactor to operate around the earth. It also was developed by AI for the AEC.

# The Safety Scene



Dave Reese, Business Representative assigned by the Business Manager to safety, training and education activities, is shown discussing safety problems at the Sacramento Division Stewards meeting.

## Why Head Restraints On '69's?

Why head restraints? The question is bound to be asked by many new car shoppers this year. It will be prompted by the sight of these very visible new protective devices on showroom cars. The head restraints — two on the front seat of each car — are required by Federal safety standards. They are there for good reason. Head restraints on '69 cars are provided to substantially reduce the serious neck injuries that are resulting from some four million rear-end collisions occurring in the United States each year. The "whiplash" injuries experienced by drivers and passengers in rear-enders are now accounting for a high percentage of the neck injuries and chronic disabilities reported by doctors in

the nation. (Insurance settlements average considerably higher for this type of injury than for others, so that even if we do not purchase a 1969 car the head restraints still will be of benefit to us by reducing insurance costs.)

"Whiplash" occurs when the head of an auto occupant is snapped sharply backward from the force of a rear-end crash. The head restraints will provide sufficient strength, height and energy absorption to minimize violent backward movement of the head in rear-end crashes. To accomplish this, it is important that, on those models which are adjustable, the top of the head restraint be set no lower than the top of the ears.

## Anatomy of a Conservative

(Continued from Page 6)

wealth and status, and, socially, because they remind him of what he himself once was and might become again . . .

The flight to the suburbs, to "nice neighborhoods" and "good schools" is, in fact, a conservative retreat. The truth is that people whose own status is tenuous cannot afford to be associated with elements in society thought to be inferior. Having run away from the problem, there is no desire to raise it again by helping minority groups

to break out of the walls that confine them. Added to this is the concern with property values. A drop in the resale value of one's home, due to a Negro invasion, can seem like the end of the world . . .

Living in new and often fluid settings, they are anxious to demonstrate that they still believe in "fundamentals." Hence the support for a return to basic learning in the schools, to public prayers and like symbols of all that is steadfast in a changing society . . .

—The New York Times Magazine

## Do You Have a Drinking Problem?

It would be interesting to know how many accidents have happened directly or indirectly attributable to alcohol. How many times have wives cried at night because of alcohol in the home? How many times have our children cried themselves to sleep because father or mother were unreasonable and unjustifiably punished them?

There are several roads to self help for the person who is sincerely interested in becoming a more whole individual to his (her) family, the company and the community. First however we should sit down and have a little heart to heart talk with ourselves. Am I drinking too much? Do I snap at my wife, children? Do I get resentful if criticized about my work? Do I hurry home and immediately open a beer, pour a martini, a shot, a nip or what have you? Do I stop in at the local bar every evening for one or two before going home? All of these or any one of them is an indication of abnormal desire. If we fall in one of these (normal) patterns we could start to think perhaps about a possible drinking problem. So then what?

We could go to our Priest, Minister, Rabbi, close friend or relative. Perhaps a psychiatrist could help. However all these people have certain preconceived ideas on the subject of alcohol and probably would not give a true understanding of the problem.

Actually the easiest method to learn about drinking with the least amount of time, talent and money is through the organization known as Alcoholics Anonymous. Oh, Boy! Immediately you say, "I will not associate with a bunch of drunks," "They are a bunch of religious fanatics and have nothing for me," "It's a secret organization and my religion prohibits this," and on and on, ad nauseum. Truth. All to be done is attend one meeting, with an open mind, give only your first name, and not that if you would rather, not, listen attentively for the length of the meeting, decide if any of it is applicable to yourself, go home, think about it for a week and make your own decision.

## HOW NOT TO RUN A SAFETY MEETING

The subject of a safety meeting was ACCIDENTS. The 5-minute safety talk, "Accidents are Caused," was read. Afterward a heated discussion arose.

During the lull, one member raised his hand to ask a question and accidentally knocked a coat off a rack which fell over the head of a second member. While removing the garment, the temporarily blinded member struck the window behind him with his elbow, scattering glass on the floor.

While picking up glass, two others received slight cuts, so the group

leader got a push broom. In the crowded room, either the broom handle, or another member moving out of the way, dislodged a fire extinguisher which fell, spraying the group with chemicals.

The member who originally had raised his hand said he had forgotten what he was going to say and instead complained about the cold air coming in the broken window. Since there is no cure for the common cold, the meeting was adjourned.

From Safer Oregon

## A Penny's Worth of Nails

Not long ago a workman was given the job of covering some large holes in the floor of a wooden elevated work platform to prevent someone from falling through accidentally. He decided to place large sheets of plywood over the opening to do the job.

While placing a panel of plywood he failed to notice that one edge of the panel was just barely supported at the side of the opening. Later, he stepped on the edge of the panel. The panel slipped, tilted, and dropped him many feet below to his death.

One way to prevent this type of accident is to "tack-nail" each panel with a few nails to secure it properly in place, as it is placed. In this case two or three pennies worth of

nails would have saved that man's life.

But, was it only the lack of a few cents worth of nails? Absolutely not! It was not only the lack of a few nails, but more important it was the lack of "safety sense" or a lack of simple "know-how" that killed the man.

In almost every job there are possibilities of injuries—even death. Take it upon yourself to question everything as you work. Size up each job, each machine, each tool you use, and apply your best "safety sense" to everything you do. Develop the habit of seeking and learning simple "know-hows" that might save your life or limb. Always ask, "Can I get hurt if I do the job this way?"