The UWUA's collaboration with the Consolidated Edison Company in New York on the inclusion in the newly-negotiated contract of a requirement for employees to sign affidavits repudiating "subversive" tendencies is cause for thought by every employee of the PG&E. The story was told in last week's issue of Utility Facts.

"Subversive" is a word that can be stretched to cover a lot of territory. Inclusion of the affidavit requirement in the ConEd contract paves the way for the discharge of any employee at the whim of either ConEd or UWUA officials.

WEBSTER SAYS—

"Subversive," according to Webster's dictionary, means: The act by a person who has turned to error, especially in religion. Also: The act of confounding, i.e., to wound, astonish, amaze. The net effect of the inclusion of the "subversive" affidavit requirement in the ConEd contract by UWUA officials boils down to this: Henceforth, any ConEd employee will shy from hiring any man discharged for "subversive" activity, no matter how just or unjust the original charge may have been.

Election Hearing
On Again, Law Says

The hearings before Benjamin B. Law in San Francisco on the petition of the IBEW for a bargainizing agent election among PG&E workers will be resumed on March 22 at 10 a.m. Mr. Law has informed C. P. Hughes, IBEW International representative, that the company asked the change of 21 to the 22nd. They will be held in Room 634, Pacific Building, 821 Market Street.

PG&E has embodied many of the principles of Taft-Hartley into their system of Local 1324. It was arranged by C. P. Hughes, International Representative and Ed White, Local 1324, financial secretary. It was well attended with PG&E men from Ukiah, Willits and Lakeport present.

NO INVITATIONS

Despite the fact that there are about 60 men in the area, most of whom had been paying dues to the UWUA through the checkoff, none of the men had ever seen a UWUA representative in the district during the history of UWUA on the system, nor even been invited to attend a union meeting, Ed White said.

White pointed out that this fact should not reflect on the unionism of the men, for they were uninformed to a man. In UWUA's time they found it necessary to drive from 60 to 80 miles to get to a meeting. UWUA never even bothered to let them know when these meetings were being held.

In last week's Local 1324 meeting they had plenty of questions to ask about organization on the system in general and what could be done about correcting conditions in their territory in particular. They appeared to be well satisfied with the explanations they got from the two Local 1324 representatives.

AUTONOMY

Hughes explained how the unit system of Local 1324 would work in the future to the advantage of all.

He pointed to the advantages of local autonomy such a setup gave them plus the added advantage of having the services of full-time Local 1324 officials at their disposal any time they were needed.

The general advantages and progressiveness of the IBEW were explained also with emphasis on (Continued on page 3)
Democracy at Work —
AS IN FREE GOVERNMENT, UNIONS NEED PARTICIPATION TO WORK WELL

Under the IBEW constitution each member has certain rights and privileges, but no member any other. As in any other human institution, these rights and privileges carry with them certain responsibilities, an IBEW spokesman pointed out.

In no way can a member better protect his rights and privileges, and accept his responsibilities, than in doing his share toward making his union function to the best interest of all its members.

Union meetings are the forums of union opinion, the legislatures of labor, the information bureau for workers' rights and the courts of justice for the members. Americans enjoy their freedom only because of their consistent personal truth, their vigilance over law making bodies, the exercise of the right of franchise, and the defense of the rights of all citizens.

A union member worth the name defends his rights and privileges, and assumes his responsibilities, in like manner. This can be done best by constant attendance at union meetings.

MEMBERS MAKE CHANGES

When local unions are organized, by-laws governing them are formulated, discussed, and acted upon by the members — at local union meetings. As time passes necessary changes are made to these laws and rules — again at local union meetings.

Each and every member has full opportunity to participate in such changes — and to reiterate — also has the responsibility of seeing that, to the best of his ability, he does his share in making the new rules better than the old. The manner in which a local union is operated, and the progress it makes, depend almost wholly upon the degree to which members attend meetings, and add their bit to its advancement.

When members are sufficiently interested to attend meetings regularly, they also assist their officers to maintain firm, yet harmonious, relations with employers; and thereby translate into action on the job the laws made in the union hall.

When these things are done, the members usually get what the pay dyes for: better working conditions, shorter hours, higher wages, increased job security, an opportunity for technical advancement, protection of retirement, the chance to live a better, freer, fuller life.

That right is a disservice to the PG&E working man, and to working men everywhere.

State Fed Releases Pension Law Facts

The State Federation of Labor last week released information showing that California's largest industrial and commercial firms are backing a group of wealthy blind men who seek a new referendum vote to outlaw the increased blind and aged pensions the people of California have indicated they approved when they voted last fall for Proposition No. 4.
GLASSON'S GROANS

Pachler was out here. He dropped a lot of controversial statements and then departed hurriedly. One of them: The majority of our members have always been fair and reasonable. I appreciate the job that we have done for them through the UWUA.

Brother Pachler and company did a job all right. The majority he so glibly spoke of are now in the IBEW.

• • •

"Bridge PG&E With the IBEW." That slogan appears on the masthead of Utility Facts. It typifies a sound and sensible purpose, and a logical conclusion for which all PG&E employees should strive.

• • •

Past experience has shown that we need the system. That union should be a strong one. Having two unions works to the detriment of the employee, and makes most anything play by management—with accent on the squeeze.

• • •

How the UWUA has worked against the interests of the PG&E employees is now a matter of public record. It has irresponsibly attacked the character of loyal company employees who happened to vote against the interests of the PG&E employees. The UWUA has attempted to make concerted efforts to carry out the short work week urged by resolutions adopted by delegates to the annual conventions of the PG&E and the State Federation of Labor.

Word of the Metal Trades efforts has spread across the land, and the trade unions' support are pouring in from union leaders.

The Metal Trades unions on the coast are the first AFL unions to make concerted efforts to carry out the short work week urged by resolutions adopted by delegates to the annual conventions of the AFL and the State Federation of Labor.

A study of the transcript of a meeting between the 1948 UWUA negotiating committee and PG&E and its two final changes in company policy. Many PG&E employees may wonder what lies behind this change in policy.

A meeting took place May 23, 1948, and was one of several which resulted in the final signing of the UWUA contract which expired on January 1, 1949.

Mr. Paul St. Sure, in outlining the company's position at that time stated:

"I went to Washington to see what the possibilities were to bring about one bargaining unit on our system. I debated. It was the general counsel says that we can now request an election. We have had no opportunity to call any new election.

POSITION

In the hearings held to date before the NLRB, the company and Mr. St. Sure have opposed an election.

The answer to this change of policy may lie in the proposals made to the 18-man bargaining committee, most of whom are now active IBEW Local 1324 members.

The company had rejected the proposal for a 12-cent across-the-board wage increase. They were offering parity with the rates in force on the system. Said St. Sure:

"We are concerned with the need for parity and if we are continued to pushed around we will have no choice but to ask for an election.

NEW STAND

Apparently the PG&E does not expect to get "pushed around" in contract negotiations with the UWUA as now run by Mr. Fisher and Mr. Shedlock. For today the company does not want an election.

The other matter in the regard is equally revealing. In the same meeting Mr. St. Sure made a proposal which would permit meter readers and collectors to progress to top rates for their classifications in two rather than four years. In later hearings before the NLRB the company stated these classifications belonged in the bargaining unit.

However, before an NLRB hearing officer in San Francisco requested Mr. St. Sure file a request from the company to have meter readers and collectors with 39 more work classifications excluded from the collective bargaining unit.

The IBEW is vigorously opposing this move.

None has yet been able to perform the feat of keeping the mouth shut and mind open at the same time. If the UWUA hierarchy had been listening instead of dictating last year might be different for them this year.—PG&E Employee

• • •

Executive Board Meets in Frisco

An executive board meeting of Local 1324 was held in San Francisco last week with most of the officers present. President L. G. Glasson was present.

A highlight of the meeting was the report from Attorney Matt Tobriner, who was commended for the line he was doing on behalf of Local 1324 in the Superior Court of IBEW to stop the union check-off. His defense of former local 133 officers who have been charged by the UWUA; and his work before the NLRB to get an election on the system as soon as possible.

Tobriner spoke of UWUA inference in a bulletin circulated March 15 that the UWUA had gotten the court to require the affidavit submitted on behalf of the former local 133 officers whereby the IBEW and Mr. Tobriner had agreed voluntarily to do this.

Tobriner also discussed the classifying officers in trying to take out of the bargaining unit, and outlined plans for fighting this move.

The executive board took the following action on recommendations from the units:

President Glasson was instructed to appoint a committee to work with Unit 3 regarding the recommendation for implementing proceedings before the NLRB and obtaining an early election.

GRIEVANCES

Concerned with Unit 3's recommendation to get immediate enactment of a set of temporary by-laws.

Recommended that all units immediately be given grievance machinery and start processing such grievances in the name of the IBEW. Necessary forms will be supplied as soon as possible to augment this recommendation.

The board will continue to meet on the third Thursday of each month with the locale to be determined by the president.

That no loans be made to members but that relief and welfare committees be set up to care for the needs of sick and injured members. Voluntary donations will be solicited for the aid.

DELEGATES

That each unit elect one alternate delegate who will replace any unit executive board member unable to attend the next meeting of the Joint Executive Conference of Northern California Electrical Workers in Reno April 5.

Local 1324 is an affiliate of the group which is composed of executive board members of the various IBEW locals in Northern California and the Reno district which recently affiliated.

Other pending business will be taken up at the next regular meeting on April 21, unless a special meeting becomes necessary.
AFL Metal Trades Push Shipbuilding in D.C.

West Coast AFL metal trades unions launched the two-year campaign for an equal share of Navy ship work on Washington last week, where they pointed out that the IBEW is conducting a work program for bomb vulnerable Brooklyn Navy Yard while laying off men in the San Francisco Bay area.

All West Coast AFL unions are backing the metal trades drive for more shipbuilding on this coast as a defense measure and to bolster sagging West Coast economy. Unit No. 1 has endorsed the drive.

DEMAND THE UNION LABEL

REPORTS FROM THE FIELD

Martinez Unit No. 1

Brother Glasson, President of Local 1324, attended our last meeting and addressed the membership. He gave us a very interesting and enlightening talk of reasons for organization and some of the back history of unions on the PG&E. We appreciated President Glasson's visit and hope he returns again very shortly.

Brother Geo. Gordan, President of Local 50, of the IBEW, also visited our meeting and spoke of the conditions of the members of his local working under with their Line Contractors. Brother Gordan is a former PG&E employee and maybe many of you remember him when he was secretary of the CIO in Oakland. He said his local union had the best agreement covering line construction on the Pacific Coast and that he was very proud of his affiliation with the IBEW. We were assured which he quoted strongly in support of Local 50 in our campaign to establish one union on the system—the IBEW.

I was glad to read that we affiliated with the Central Labor Council of Contra Costa County, and delegates have been seated. This we are sure will help and urge all other units to take the same step in their areas.

Five new applications were signed last week and the IBEW local 1324 is the only local union for PG&E employees in our area. Remember coffee and doughnuts are served after each meeting, so give us a visit on the 28th.

Redwood Unit No. 2

Our regular unit meeting was held on the 14th and we were honored with a visit from Brother Davie of Local 1245. We appreciate the invitation to attend Unit 1's meeting because it is on the same night as ours, but maybe we can get together and exchange a car full. Local 617 of the IBEW in San Mateo invited us to attend their next meeting, so a gang are getting together and planning to attend the 5th of April.

We had a committee from our Unit visit San Jose and they reported contacts were made and plans would be laid to assist the IBEW members in that area to set up a unit. Several of our members have volunteered to help organize on their days off.

Brother Hintz, our very able Chairman, was given a temporary leave as chairman last week because of a pressing personal business. Brother Warters, vice-chairman, will take over.

We understand the National Meeting is going to begin on the 22nd and we are sure there are no more delays by the company or UWW. The gang here in this area want the election and want it as soon as possible. The sooner we have one union on the system and that union the IBEW, the sooner our grievances will be taken up and settled.

Our unit is very strong for one union on the system which is a topic of conversation in practically every corner of our area and along this line we are sure our time chairman to contact the UWW local 1324 in San Jose as to the possibility of a committee attending their next meeting to explain our position. It is sincerely hoped that our fellow employees in San Jose will permit someone to meet with them as per the IBEW and are interested in having the strongest union possible to represent us. It was thought they could send a committee from their local to attend our meeting and explain their position.

Representative Snyder attended the meeting and brought along his report and the reports of the various committees we received, plenty of up to date information. See where Unit 1 has capped our falls and are now serving coffee and doughnuts. Good idea and it sure hits the spot after the meeting. New applications still coming in regularly.

—Secretary R. Place.

AFL Bakers Will Seek Six Hour Day and Week

The AFL Western Conference of Bakers and Confectionery Workers, meeting in Seattle recently, voted to go after the six-hour day, effective the week. The 36-hour week will be incorporated into all future contracts of the respective unions of the conference whenever possible. Increasing unemployment is the reason for the move, which is in line with current AFL objectives.

An old time employee received this award after many years: "Bowie. In reward for 35 years of faithful service, the company has suggested I refer to you as 'J. B.' from now on."

AFL Bakers to Try for Low Income Group

Despite the flurry of propaganda in the Nation's press about the standard of living of the American worker, the Census Bureau has released figures which reveal that there are over four million families in this country with incomes of less than $1,000.

It appears that when standards of living are mentioned in the daily press, they are standards of the organized rather than the unorganized worker for $1,000 a month means an income of only $25 per week. There are no AFL workers earning wages that low.

It is precisely to aid workers in the category described above that prompts the AFL to sponsor the minimum wage bill now before Congress which would establish minimum wage of 75 cents to one dollar an hour. The unorganized workers who need this boost are a threat on the labor market to the standard of wages established by the AFL and other organized worker groups.

Once it seemed that both the company and the employee wanted 'The Union System.' Why does the UWW try to keep us divided?—PG&E Employee.

Know the Facts!

Here's WHERE and WHEN to ATTEND MEETINGS

UNIT No. 1—MARTINEZ
2nd and 4th Monday of each month, I.O.O.F. Hall, Martinez, 829 Ferry St.

UNIT No. 2—REDWOOD & SAN MATEO
2nd and 4th Monday of each month. Community Hall, Belmont, 8 p.m.

UNIT No. 3—SAN FRANCISCO
1st and 3rd Tuesday of each month. (Day Workers) Building Trades Temple, AFL—Progress Hall, 14th and Guerrero Sts., 8 p.m. Last Monday in each month. (Night Workers)

UNIT No. 4—SANTA ROSA
2nd Thursday of each month, Odd Fellows Hall, Cotati, 8 p.m.

UNIT No. 5—SAN JOSE
2nd and 4th Tuesday of each month (Executive Board), 85 South Van Ness, 8 p.m.

UNIT No. 6—FRANCISCO
2nd Thursday of each month. Odd Fellows Hall, Cotati, 8 p.m.

Unit No. 1

UNIT No. 2—REDWOOD & SAN MATEO
UNIT No. 3—SAN FRANCISCO
UNIT No. 4—SANTA ROSA
UNIT No. 5—SAN JOSE
UNIT No. 6—FRANCISCO

UNIT No. 1—MARTINEZ
2nd and 4th Monday of each month, I.O.O.F. Hall, Martinez, 829 Ferry St.

UNIT No. 2—REDWOOD & SAN MATEO
2nd and 4th Monday of each month. Community Hall, Belmont, 8 p.m.

UNIT No. 3—SAN FRANCISCO
1st and 3rd Tuesday of each month. (Day Workers) Building Trades Temple, AFL—Progress Hall, 14th and Guerrero Sts., 8 p.m. Last Monday in each month. (Night Workers)

UNIT No. 4—SANTA ROSA
2nd Thursday of each month, Odd Fellows Hall, Cotati, 8 p.m.

UNIT No. 5—SAN JOSE
2nd and 4th Tuesday of each month (Executive Board), 85 South Van Ness, 8 p.m.

UNIT No. 6—FRANCISCO
2nd Thursday of each month. Odd Fellows Hall, Cotati, 8 p.m.

—SECRETARY R. PLACE.