

UTILITY FACTS



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Dues Verdict Shows White Was Right

A UWUA pamphlet issued May 4 goes to great length to impinge the integrity of Ed White, secretary of IBEW Local 1324. Ed has been a PG&E employee for a good many years, and has a reputation for forthrightness and honesty among PG&E workers that Shedlock inspired propaganda will not easily shake.

The incident mentioned in the pamphlet concerns a statement which White obtained from Ralph Hardwick. It was one of several similar ones obtained from various areas of the PG&E system to augment an IBEW contention in San Francisco Superior Court that the PG&E and UWUA were illegally collecting dues from employees who had withdrawn from UWUA.

ENJOINED

Two separate suits were brought, both aimed to accomplish substantially the same purpose. The court upheld the contention in one of these cases with the result that the PG&E is enjoined from paying any dues it may collect from IBEW members to the UWUA.

To support the suits 13 statements were obtained from various workers on the system. Actually only one for each suit was needed to establish the necessary legal points.

Out of those 13 statements, all stating essentially the same information, one was repudiated, that of Hardwick. The IBEW realizes that there were extenuating circumstances which brought this change of position about. Its officers direct no criticism against Hardwick.

INTEGRITY UPHELD

However, it should be pointed out on behalf of Ed White that 12 PG&E workers signed statements identical to the one Hardwick signed. Those 12 were later subjected to contentions that they might have to appear in court against the company's interest. They stood fast against these contentions because they knew, first, that they would probably not have to appear in court and, second,

PUNISH OLEUM FIREMAN

LAY OFF IBEW MEMBER WITH GOOD RECORD

Increasing evidence was piling up in the IBEW Local 1324 main office that the PG&E may have committed itself to an organizing campaign on behalf of the CIO. The company had already indicated its partiality to UWUA in actions and announcements during the past few months before the NLRB and among employees on the system.

When a company such as the PG&E commits itself to union organizational work it does not base its drive on basic union principles. There is no direct approach. Objectives are sought, rather through indirection. The favorite tools of indirection are the encouragement of fear and insecurity among employees.

1934 AGAIN?

The pattern of UWUA-PG&E collaboration becomes increasingly evident with each passing week—contracting out of work normally done by regular employees; identical stands on many matters at issue before the NLRB and the Courts; elimination of job bidding in certain plants; leaves of absence for organizing purposes to UWUA workers, but not to IBEW members.

The latest company pitch for the UWUA comes disguised in disciplinary action against an IBEW fireman at the Oleum steam plant. He was given a penalty layoff for errors that could have been partially committed by men preceding him on the watch. He

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that the dues suit was not a matter affecting company interest but a principle of democratic choice of a bargaining agent.

That the court believed in the integrity of Ed White and the 12 signers is indicated by the fact that the relief from the checkoff sought by the IBEW was granted by the court, largely on the basis of the statements.

Electrical Training—

IBEW TO TAKE PART IN MASS GRADUATION; SECY. TOBIN TO SPEAK

IBEW Local 595 of Oakland and 302 of Richmond, will participate in the mass graduation of apprentices which will be held at the Oakland Auditorium May 17.

Feature speakers for the event, in which more than 4,000 trainees of 51 crafts are participating, will be Maurice J. Tobin, secretary of

wide program to accomplish that objective.

As a result of the cooperative efforts of employers and AFL unions the State Bureau of Apprenticeship Standards was set up and under the guidance of this body the joint Oakland apprenticeship committee was established. Fifty-one unions participate.

The Joint IBEW-Employer Committee operates under the wing of this group. It has been graduating about twenty apprentices a year.

THEORY TAUGHT

Prospective electrical journeymen under the program set up by this committee get 8,000 hours of on the job training over a four year period and must attend Laney Technical school two nights each week.

Classes under the supervision of Loren Stevens. Curricula is selected by six committeemen who represent both labor and management. Theory is taught and studied for every phase of electricity, including electronics.

Rigid but necessary rules are set up for trainees. They are dropped if they do not adhere to them.

The end product of all these cooperative and joint labor-management efforts, Kurt says, are the most highly skilled and competent electrical journeymen for the Bay Area to be found anywhere in the United States.

The ratio of apprentices at the present time is fixed at one to three journeymen. The ratio may be changed to meet existing or fluctuating conditions.

The jolly philosopher remarks: Promises hold most men more securely than benefits; for them hope is a cable, gratitude only a thread.



GOV. EARL WARREN

labor, and Governor Earl Warren.

This is a labor-management undertaking which the entire community should be interested in, and J. H. Kurt, of Local 595, who is secretary of the Joint IBEW-Management Apprenticeship Committee, says that the doors of the auditorium will be open to everyone May 17.

CAL FIRST

Apprentice training is one of the most important phases of IBEW activity on behalf of skilled workers. Kurt pointed out that the IBEW in California was one of the first unions to recognize the need for providing job opportunities to youth and worked diligently for the establishment of a state-

UTILITY FACTS

Official Organ of IBEW
Local 1324



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1918 Grove Street
Oakland, Calif.

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IBEW District Meet

Delegates from IBEW locals in the northern half of California from Monterey to the Oregon border, assembled in Reno last week for a meeting of the executive board of the Northern California Conference of Electricians.

Legislative matters in which electrical workers are interested were discussed and plans laid to accomplish objectives approved by the delegates.

The other IBEW locals also got a complete report of organizational activity on the PG&E system from Local 1324's three delegates, Emil Hintz, L. Glasson, and William Kennedy. Their report was supplemented by reports from International Reps. "Chuck" Hughes, Merritt Snyder and Lawrence Drew.

The reports were well received and continued aid to the PG&E workers will be forthcoming from the members and officials of all IBEW local unions operating in the jurisdiction of Local 1324.

Ukiah Meeting

Local 1324 Unit No. 4, which has been meeting in Cotati, will hold its next meeting in Santa Rosa at the AFL labor Temple, 636 3rd street.

President Glasson, Ed White, and International Rep. "Chuck"

**More Questions Answered—
HERE'S ADDITIONAL INFORMATION
ON HOW THE IBEW OPERATES**

How Can the International Constitution be Amended or Revised?

Either by action at the International Convention or through referendum vote of the local unions. Here, too, democratic control of the basic law of the Brotherhood is afforded, as delegates elected by the local unions have complete legislative power at the International Convention. When the referendum votes are taken, local unions cast their own vote, either as a total membership vote when action is unanimous, or by individual ballot as they may decide.

How Are the Members Informed of Proposed Changes in Policy or Other Matters of Interest?

The International President and International Secretary notify all local unions of important matters originating in or handled by the International Office. The International Vice-Presidents communicate to the local unions in their respective districts any local or district information that would be of value. Such communications are read at local union or unit meetings in order to keep all members fully informed. When local unions need specific information not locally available, they write or wire the International Office for it.

Local unions are encouraged to make use of the IBEW Research Department. Equipped with an adequate library, an extensive pamphlet and clipping file, and trained personnel, the Research Department is prepared to answer requests for information submitted by IBEW members. No labor organization in America has more complete information relative to wages received and hours worked by its members than the IBEW.

Each International Vice-President is the clearing house for inter-union data of his district. No effort or expense is spared in answering any request, either of a statistical or technical nature. The policy of the Brotherhood is to make its members the best informed unionists in America.

By What Other Means Are Members Kept Informed of Matters of Interest to Them as Utility Workers?

There are three other important vehicles of expression.

First: By THE ELECTRICAL WORKERS' JOURNAL, the official monthly magazine sent to all members and which is considered

Hughes, will report on recent organizational progress in the area and on the PG&E system.

**PG&E Oldtimers
Get Service Awards**

Eleven San Francisco employees of Pacific Gas and Electric Company last week were presented with diamond-studded service badges signifying completion of 35 years of company service. The eleven were among 154 employees honored at a banquet in the Elks Club in recognition of long and faithful service to the company.

Grover S. Tracy, San Francisco division manager, presented company service badges for 5, 10, 15 or more years of service. Among P. G. and E. officials taking part were Norman R. Sutherland, vice president and assistant general manager, and A. J. Noia, supervisor of personnel realtions.

LONG RECORDS

Of the 154 employees present, 121 had service records of 20 years or more. Thirty-two received 20-year badges, 52 received 25-year badges, and 26 received 30-year badges.

The 11 who were awarded 35-year badges were Benjamin H. Allgood, 1766-40th Avenue; William C. Bird, 1012 Randolph Street; Patrick Clifford, 42 Harper Street; Edward T. Crosby, 2614-21st St.; Grover C. Hart, 515 Holloway Ave.; Roy M. Hill, 681 Victoria Court, San Leandro; Frank A. Monahan, 411 Ashton Avenue, Millbrae; Harry McElroy, 620 Van Ness Avenue South; W. D. Patterson, 1881 15th Street; Robert Sherman, 463 Victoria Street, and Alfons Witte, 66 Farallone Street.

by labor students and critics the best trade union publication in America. By means of the Journal, members are kept informed of all matters which concern them as union members.

Second: In many states the local unions have organized State Associations, which through regular meetings, letters, bulletins, and minutes of meetings sent out by the secretaries of the associations, keep the members of the local unions in the various states fully abreast of legislative matters of interest.

Third: In some of the states having such state associations, joint executive boards or conferences, composed of members of local union executive boards, are formed to more easily interchange ideas between members in specific areas. These state associations and joint executive boards also carry on campaigns for legislation favorable to IBEW members, and have

*FUN and
FOP*

In these days of high living costs, children are so expensive only the poor can afford them. My niece says it costs more now to amuse a child than it once did to educate its parents. She says what we need is a new child labor law; to prevent the child from working the parents to death.

The stenographer says the ideal man should be tall, dark and handsome.

Contrary to general belief an egotist is not a man who thinks too much of himself; he is one who thinks too little of other people.

And a diplomat is one who can tell you to go to hell so pleasantly that you're anxious to get started.

Merchant—"Our motto is 'We Aim to Please'."

Customer — "Well, you should spend more time at target practice."

Sufferer: "I wish I had some drops to cure this toothache."

Friend: "It's all a matter of mind. Yesterday I was feeling terrible. But when I went home, my wife put her arms about me and consoled me, and in no time I was feeling great."

Sufferer: "Is your wife home now?"

Point of View

Sonny—is a ton of coal very much?

Dad — That all depends on whether you're shoveling it or burning it.

Jackie—"Mom, when we have company for dinner tonight, do I have to eat my pie with a fork?"

Mother—"Yes."

Jackie—"Well, may I have a piece now to practice on?"

Little Dorothy had been promoted to the third grade and a few days later she met her second grade teacher.

"Gee, Miss Sullivan," she piped, "I hate to leave you. I wish you were smart enough to teach me this term."

Some women pay you a compliment in a way that indicates they expect a receipt.

been instrumental in having some of the hazards remedied through safety laws. These bodies, however, have no official standing in the Brotherhood and can take no action relative to policy of the organization. Such action can be taken only by the local unions.

Milne Speaks to Portland Local

Scott Milne, IBEW secretary, spoke before a meeting of Executive Board and officers of Seattle Locals 46 and 77 recently, outlining to the assemblage some of the current objectives of the IBEW, which include action on the legislative front to secure more and cheaper housing for workers and their families; employer paid pension plans; wages commensurate with the cost of living and the abilities of members; and continuing efforts to wipe the Taft-Hartley law off the books.

He also advised the officers on necessity for maintaining a healthy administrative and financial structure in their local.

DAY-NITE OPERATION

Local 77 feels it is in the "big business" class with annual disbursement in excess of \$250,000, round-the-clock service to its 5,000 members who are serviced by a business manager and eight full-time representatives.

The jurisdiction of Local 77 includes all of Washington and parts of Idaho. It has contracts with eight privately-owned utility systems and 29 public or municipally-owned utilities. It also has jurisdiction over all utility construction work done in its district by private contractors, thus providing wide possibilities of job transfers.

It was reported to the members that two years of effort on the part of Local 77 finally secured back pay of \$1,000 for two IBEW men employed by the Telephone Service Co., of Kirkland. Besides winning the back pay for these men, the union also won a consent election which gave it bargaining rights for all TSC employees.

Carolina Power Election

The International Brotherhood of Electrical Workers Local 907 won a hotly contested NLRB election among the employees of the Carolina Power and Light Co., Western Division, with headquarters in Asheville, N.C.

Local 907 has held the bargain-in rights since 1938, renewing its contract periodically from that time. After passage of the Taft-Hartley Law the company challenged the local's right to represent its employees as well as the right of the local to represent the working foremen in its service groups to the power lines. The company petitioned the NLRB for an election and the IBEW won the test overwhelmingly.

A man arrested for stealing a car gave the novel excuse that he had found it standing in front of a cemetery and thought the owner was dead.

CONSOLIDATED EDISON DEAL SLIGHTS OFFICE WORKERS AND OTHER GROUPS

UWUA's Consolidated Edison monthly publication, The Record, came in this week. As expected, it was full of back-patting for the recently-signed contract which Utility Facts reported on in a recent issue.

The Record claims that the increases average 11½ cents an hour and amount to the largest obtained during the so-called fourth round. Actually the raise is seven cents per hour with certain classes of workers entitled to an addition-

al five cents where certain qualifications can be shown. The white collar group of ConEd workers, numbering several thousand, are among the many groups who cannot qualify for the additional five cents.

IBEW utility workers in several nearby areas, notably at Duquesne Power and Light in Pittsburgh, enjoy still better wage rates in most comparable classifications. Tables setting up a comparison of IBEW and UWUA contracts throughout the nation will be published in Utility Facts in a future issue.

WHAT GOES ON?

Meanwhile, no amount of verbiage on pre-contract strategy of the UWUA could cover up the fact that a strike vote was taken not against the company but in reality for the company to influence the New York Public Service Commission to restore a \$20,000,000 rate cut.

The Commission yielded to the strike pressure and restored a substantial part of the cut. Thus UWUA President Fisher, who was lauded by the Record for his part in the negotiations, carried the ball once more for ConEd management. Other recent Fisher-inspired machinations include the adoption of ConEd contract clauses requiring employee "loyalty" affidavits.

this fact is well known to the company.

In fact, before Mr. Dawson personally informed Hastings of the disciplinary action, he first threw out the inference that Hastings may have given attention to the IBEW that should have gone to his job.

Hastings has worked at the Oleum plant as a fireman for over a year. He has held down, during vacation periods, a higher job—assistant control operator. He has been with the company altogether three years and five months, starting after he was discharged from the Armed Forces.

BACKFIRE

If the intent of Hastings' penalty was to create the impression on the system that IBEW sympathies are unhealthy, such tactics are going to do the PG&E-UWUA cause more harm than good.

The year happens to be 1949, not 1929 when the worker knew nothing about unionism, or his right to believe in it. The company may learn that even while fear psychology seems to be working best it is working in reverse. For you cannot stop a man from thinking.

On the coming bargaining agent elections the Company and the UWUA will have their answer to such thinking—One Union on the

LAY OFF IBEW MEMBER WITH GOOD RECORD

(Continued from page 1)

took the responsibility for these alleged errors to avoid possible damage to the IBEW position on the system. His biggest sin seems to have been his activity on behalf of the IBEW.

The fireman in question is Eugene Hastings. He will spend his two weeks off organizing for the IBEW.

TECHNICAL

The nature of the "on the job" errors charged against Hastings are too technical for discussion here. The point that every worker at the Oleum plant will not fail to note is that costlier mistakes have been committed at the plant. Many of them were of a more serious nature. There were no disciplinary measures. Apparently the company was prepared to recognize that the nature of the work at Oleum made some mistakes inevitable.

It should also be noted that there is no section in the contract which the company and the UWUA renewed for 1949 for disciplinary action such as was taken against Hastings.

The proper way to handle complaints against individuals working on the system would have been to refer the matter to a grievance committee so that he would have had a fair and impartial hearing.

The company's action is reminiscent of similar action taken by management in Southern California against 51 UAW-CIO employees.

LETTER

In the letter to Hastings from Superintendent Dawson informing him officially of the penalty, it is notable that there is no reference made to possible jeopardy of plant or public safety due to the laxness charged.

Hastings is chairman of the plant safety committee. The plant has a good safety record. It also has a large following of IBEW members, and Hastings' relation to

IBEW Utility Men Raised in Chicago

IBEW Commonwealth Edison Employees have accepted raises of nine cents per hour across the board, H. E. Eutener, Chicago IBEW representative, reports to Utility Facts. There were also additional raises for certain classifications where inequities had been shown by the IBEW negotiators.

IBEW utility workers of the Union Electric Co., St. Louis, had not yet accepted a 10 cents per hour increase offered by that company as this paper went to press.

These facts may be contrasted with CIO settlements averaging about five and one-half cents per hour at Cleveland Illuminating Co. in Ohio; and increases at Consumers Power Co. of Michigan averaging just under eight cents per hour. Fringe items gained amounted to less than one cent an hour. Linemen at the latter company will now receive \$1.75 per hour.

AFL Painters Negotiate Broad Paid Health Plan

Negotiators from six Bay Area AFL unions have reached satisfactory agreements with Bay Area Painters and Decorators Association representatives on issues to be incorporated in the new contract and memberships will meet before April 26 to vote on ratification. Major issue is a health plan to be paid for by employers. It is designed to relieve employees of the financial burdens of accidents, illness, hospitalization, surgical and medical expenses. It allows \$10 per day up to \$100 for hospitalization, and hospital costs up to \$400, also \$337 for surgery. Non-occupational accident expense is allowed up to \$300. All types of ailments are covered. Employees are covered for 14 days after terminating employment. Funds come from 2 per cent of the first \$3,000 of a annual earnings. The plan is carried by California Western States Life Insurance Co. of Sacramento.

Replies to T-H Wires

Among the favorable replies received to wires sent to Congress urging the repeal of the Taft-Hartley act were letters from Congressmen Franck Havenner, and George P. Miller, and from Senator Sheridan Downey saying they were for repeal. One from Senator Knowland was non-committal.

System—the IBEW.

Meanwhile, Local 1324 IBEW is considering a course of action to protect Hastings and other members from further summary action.

REPORTS FROM THE FIELD

Martinez Unit No. 1

Brothers from San Francisco Unit No. 3 visited us and it was good to hear of the progress they are making. We see they also have grievances. The change in the bidding in their steam plants deeply concerns us. They can be sure the employees in this area are opposed to any change in our bidding system that will lessen job opportunities. Brother Snyder, whom we haven't seen in a long time, gave his usual complete report on issues, stressing the importance of processing grievances. We will welcome the grievance forms and any found here will be processed, according to the policy adopted by Local 1324.

Brother William Smith, who had an auto accident, was advised that Attorney Mat Tobriner would be glad to give him some legal advice. The brothers here sure appreciate the service that they get through IBEW Local 1324.

Our chairman and vice-chairman were unable to attend so Brother Mayhew took over and did a good job. We hope San Francisco sends a delegation here again as well as other units. We are still all for the IBEW and One Union on the System.

JOHN FANTE, Secretary.

Redwood Unit No. 2

We were honored with visitors to our regular meeting of March 28th. President Glasson spoke to the membership and urged everyone to eat, talk and sleep One Union on the System. If we are to go forward, improving where needed and maintaining our working conditions, he said, it will be necessary for all employees to unite together under one organization, the IBEW.

International Rep. Breuilott, recently assigned to the PG&E, spoke to us and related that he would work in the San Jose Division.

International Rep. Chuck Hughes gave a complete report on all issues and urged those present to process all grievances. The settling of grievances and maintaining of our hard-won conditions are vitally important.

Brothers Gibbs and Cardiff reported on their appearance before the NLRB to testify against the now famous "51 Classifications." Several of the members plan on attending the meeting of Local 617, IBEW, in San Mateo, on April 5. The UWUA have not been able to set up a local yet and we are still strong for the slogan One Union on the System—IBEW. Remember our meetings are the 2nd and 4th Mondays. Doughnuts and coffee are served, too.

R. PLACE, Secretary.

San Francisco Unit 3

Steam plant workers are blowing their tops over a new violation of their working conditions which

has just been reported. The violation is being foisted upon them by the joint collusion of the Company and the UWUA. The whole matter was well explained in a leaflet put out by Unit 3 and in **Utility Facts**, but we are publicizing it in this column in order to reach workers who may have missed it.

Without their consent and certainly not their approval, a new change in job bidding is being instituted. It abolishes the right of all workers with classifications below Low Pressure Firemen to bid on jobs in other steam plants. The change goes into effect April 1st.

It was pointed out that this was the first entering wedge to destroy the seniority principle in job promotion and a return to the "Company Union" period of promotion by choice of the supervisor or foreman. This will mean a return to the "If you don't like it you know what you can do days," which none of us liked and most of us fought to abolish.

Another significant change is that all days off and emergency jobs will not be posted for bid. These vacancies, when they occur, will be filled by the man in the next lower classification with the most seniority in the plant where the vacancy exists. Here again they are abolishing our right to move from one steam plant to another. If they get away with this it will only be a short time before they reach out and abolish the rights of other PG&E workers. **You may be next.**

These proposals also violate the Seniority Article of the UWUA Agreement which was supposed to have been signed for another year "without change." The agreement states: "All vacancies shall be posted in the monthly "Employment Bulletin." In other words, the Company and UWUA are violating their own agreements! How do you like that?"

The men in the steam plants are correctly calling this a sell-out. They say this is one more reason why we need "One Militant Fighting Union" on the System. We urge PG&E workers to join Local 1324, IBEW.

Ed White's Report For Unit No. 5

The interests of Local 1324 IBEW were extended in the North Bay division during the past week. The help of Brother Milt Ingraham was appreciated.

Progress is being made toward bringing unity to every part of the division. On Monday, April 4, a meeting of PG&E workers was held at Point Arena, with all of the members of one line crew present. Discussion of problems became so engrossing to those present that the meeting lasted over two and one-half hours. It was the first meeting of PG&E em-

GOOD & WELFARE

By UNIT 3 MEMBERS

At the last membership meeting Unit 3 members stood in silence and bowed their heads as a token of respect for Ted Groger, a co-worker, who was electrocuted recently while repairing a high line. Bro. Groger was employed as a foreman in the Overhead Dept.

* * *

Bro. John Dettmer, Gas Street Gang, a comparatively new employee, has volunteered to work on Unit 3's Publicity Committee in the very near future. Before coming to work at PG&E, Bro. Dettmer worked for Gas Consumers and has done pipe work of various kinds all his life.

* * *

The policy of Unit 3 members of paying visit to other Local 1324 units is really catching on. More and more members are expressing a desire to make these trips. It doesn't look like Bro. Snyder's car will hold them all so we're planning on getting up a caravan. P.S.—There's usually always coffee and doughnuts after the meetings and sometimes a couple of beers. If you'd like to go, call Merritt Snyder at HEMlock 1-1213.

* * *

Bro. Henry Van Erkelins, Unit 3's vice chairman, was laid up with the flu for a short while but is now back on the job. We all missed him at the last membership meeting.

* * *

Meter Readers are chuckling these days over a recent incident. Bill Kennedy, Meter Reader, was instructed to report to the NLRB hearings which have lately concerned the company's efforts to exclude 51 classifications of workers from union jurisdiction. Meter readers are one of the classifications which the company wants to exclude on the grounds they are office and not physical workers. However, when Brother Kennedy appeared at the hearing, dressed in the rough and ready garb needed for the meter readers' outdoor work, it was quite obvious that he was not a white collar worker. When asked if his attire could be considered typical, he got quite a rise from the onlookers by stating he was considered one of the best

ployees ever held in that area.

The next Ukiah meeting will be held in the same place as the first one—at the Palace Hotel. I am looking forward to this meeting of Ukiah, Willits and Lakeport employees.

Unit No. 1 Joins More Ships Roster

At its last meeting, Unit No. 1 of Local 1324 adopted a resolution urging more shipbuilding for the Pacific Coast, which has been slighted in present government ship construction. The resolution points to the effects idle shipyards are having on the Coast economy and the damage to our war-potential such needless idleness is creating.

Since shipbuilding is an economic and defense concern of the entire Pacific Coast, as well as the concern of Contra Costa County, the resolution will be forwarded to other Local 1324 units for concurrence before being forwarded to legislators in the East.

Most California AFL unions have passed similar resolutions and the AFL Metal Trades unions are especially interested in securing more shipbuilding for their members on the West Coast.

Hit Building Wages

San Diego.—First major assault on wage scales enjoyed by AFL building tradesmen in southern California has been made by two powerful employer groups, the Associated General Contractors and the Building Contractors Assn.

dressed men in the department.

* * *

Bill Kennedy, Unit 3's One Union on the System organizer, was elected as a delegate to the Northern California Electrical Workers Conference. The conference is in Reno, Nev. While he's there he'd like to take a whirl at some of those gambling joints but a guy can't do much of that on PG&E wages!

* * *

Oral Elledge, North Beach shop steward, played the role of the good samaritan recently. Due to sickness, one of his co-workers, Aaron Brown, had a run of tough luck when Brother Elledge heard about it he passed the hat. The fellows came through with a nice little stake. Brother Brown extends his thanks to his co-workers.

* * *

It is quite likely that the dues check-off will be settled in this manner: All union members will be given an opportunity to re-sign if they want to continue on the check-off. Those who do not will no longer have dues deducted from their pay checks.

Sec. 562, P.L.&R.
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