UNIT
FACTS
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SYSTEM ELECTION DAY NEARS

Unit No. 5 Wants And Gets Service

Ukiah Unit No. 5 met last week in the Palace Hotel in Ukiah and officially established itself as a member of the IBEW Local 1324 family by electing temporary officers.

Those elected were William Towe, Ukiah, chairman; Orrin Howell, Ukiah, vice-chairman; Roy V. Lobberg, Ukiah, recording secretary; Walt Miller, Lakeport, assistant financial secretary; Ray Nicholson, Fort Bragg, Ex. Bd.; and the town of Willits will get a member on the executive board when nominations for this place are opened again at the next meeting.

The Ukiah jurisdiction takes in PG&E installations and crews at Willits, Fort Bragg, Lakeport, Pt. Arena, Potter Valley, Hopland, Covelo, etc.

At the well-attended Ukiah meeting the workers said that what they wanted more than anything else was service. In the past they have been shut off from the UWUA and neglected entirely by that organization.

Officials of the IBEW Local 1324 told them that the very nature of the Local's unit system would assure the sort of service they wanted regularly from a full-time union representative.

International Representatives "Chuck" Hughes and Larry Drew and Local 1324 Financial Secretary Ed White were present and reported on IBEW activity on other sections of the system.

It was decided that regular meetings would be held the 2nd Wednesday in each month in the Odd Fellows Hall in Ukiah at 5 p.m.

Hmmm!!

What North Bay Division member was approached regarding his IBEW activity by a Company official with a UWUA pitch?

90,000 workers were permanently disabled by industrial accidents in 1948.

NLRB Testimony Nearly All In

A bargaining agent election on the PG&E system was not far off this week as hearings adjourned in San Francisco last week until April 25, with an agreement among the attorneys for the opposing sides that when they resume they will continue all week if necessary, to complete the hearing.

This should mean that hearings on the IBEW petition for an election could be completed and the case closed some time during the week of April 25th. All parties will then prepare their briefs and if no extensions are requested for the preparation of briefs the case may be in Washington by the latter part of May.

It will then be up to the Washington office of the NLRB to determine the type of election to be held and when it will be held.

MOST EVIDENCE IN

The attorneys of all parties to the NLRB hearing put into the record their agreement that when hearings are resumed April 25th, they will continue until completed. The delay was asked because previous engagements made by the attorneys would prevent them from devoting full time until the date set.

The testimony on the election itself is all in. The hearings last week and those coming up beginning the 25th will be concerned with the company's effort to have 51 classifications of workers excluded from collective bargaining and participation in the election when held.

The IBEW is opposing this effort to deny workers previously covered by union contract the fruits of collective bargaining.

At least 18 organizations belong to the real estate lobby which spent $3 million fighting for a weakened rent control law.

LOCAL 1324 DELEGATES ATTEND DISTRICT IBEW MEET IN RENO

By L. G. GLASSON, President of Local 1324

The Northern Conference of Electricians, composed of IBEW locals in the northern half of the state, and to which Local 1324 belongs, held its quarterly meeting in Reno last week.

I attended as a delegate from Local 1324, along with William Kennedy of the San Francisco Unit and William Blitz of the Redwood City unit. Also present were International Representatives Hughes, Snyder, Drew, Smith and Rieeman.

After you have attended two of these meetings of the Joint IBEW Executive Boards, you become more positive that you are in an organization that has its feet solidly on the ground—an organization with an anchor firmly imbedded in our national life and well-being.

Besides the exchange of information on conditions in the various IBEW localities, the delegates heard reports on the functioning of the IBEW's apprenticeship program, and on the periodic good-will meetings held with employers to acquaint them with union problems and learn a bit about some of theirs.

It was explained by those who have attended these IBEW-employer meetings that they are well attended by both union representatives and management. Information is exchanged on the installation and use of the latest electrical equipment, and the personnel problems involved in such installation.

GOOD WILL

The good-will engendered at these affairs is amazing. It indicates that a lot of constructive thought has come out of IBEW studies of the needs of both the employer and the employee. Such meetings have come about by sound thinking on the part of the IBEW and its able representatives.

Also brought to the attention of the delegates was the educational

AFL Milk Drivers Get Dollar Day Raises

Local 302, the AFL Milk Drivers and Dairy Employees of Alameda and Contra Costa Counties, negotiated a dollar a day raise for all employees belonging to the union. It was an across the board increase affecting 1187 members. Effective date of the new rates is April 1.
He Thought They Meant What They Said

Recently it was reported in Utility Facts that the various Local 1324 units had elected grievance committees; that regular forms were issued to all units; and that this step was being taken because the UUWA was failing to enforce the contract it claimed to have been binding.

The PG&E management was notified of the existence of these committees and the intention of Local 1324 to process grievances.

The management fired a letter back to Local 1324 saying that every employee had a right to bargain with the company individually on grievances.

Last week Utility Facts reported the temporary layoff of Gene Hastings, Oleum steam plant fireman. The company charged him with a mistake that could have been made by men preceding him on his watch. In the hearing which followed he was disciplined for "laziness" by a two week layoff resulting in 6 days without pay.

Such layoffs are unusual for the type of offense charged.

TYPICAL

The layoff is typical of what happens to workers who attempt to bargain individually with management. That is what Hastings did. In the PG&E letter referred to above the PG&E management said: "Any employee has a right to present to the company any grievance which he may have in his own behalf."

IBEW Local 1324 has pointed out to the company that any employee attempting to represent the company a grievance in his own behalf" would be subjected to pressure or discipline designed to discourage such individual bargaining. The Hastings layoff proves this point. It is such arbitrary treatment of the individual employee that makes unions necessary. Concealing grievances is one of the most important duties of any progressive union.

Recognizing its responsibility, Local 1324 has encouraged the election of properly constituted grievance committees. Members should bring their grievances to the attention of this committee for processing to avoid the sort of arbitrary discipline meted out to Gene Hastings.

IBEW Setup—Here’s The Lowdown on "A" and "BA" Member Benefits

What Type of Membership Is Available to the Employees of PG&E Under Local 1324?

Either "A" or "BA." The "A" membership includes death benefits and retirement pay. The "BA" membership gives full protection without the death or retirement benefits, and these members have a reduced amount of dues.

What Are the Duties of the Executive Board of a Local Union?

The executive board is empowered by the constitution to do contact man between the members and the union. When in the judgment of the board immediate action is necessary to protect the interest of the members, such action is taken. The board usually meets once between regular meetings of the local union, and is subject to call for special meetings.

What Is a Unit Local?

A subdivision of a local union, designed more efficiently to handle the local union charter in a designated city or location.

What Is a Unit Local Handled?

Do Unit Locals Hold Meetings?

Yes. Local unions having local units usually arrange to have each new unit hold one meeting a month for purely unit business. Members of unit locals have a voice and vote on all local union matters. Voting on unit business is restricted to unit members. No matter affecting members of another unit can be transacted at a unit meeting. However, unit meetings can make recommendations to the local union which if accepted become binding on all members of the local union.

What Is a Unit Local?

A subdivision of a local union, designed more efficiently to handle the special problems of members in local unions. They are composed of workers coming under the local union charter in a designated city or location.

Are All Members Afforded the Opportunity to Vote on Agreements, By-Law Changes, Elections and Determination of Principles of General Policy?

Yes. IBEW recommends a referendum vote be taken on all of these matters, and every effort be made to secure a 100 per cent vote.

Do Traveling Members Retain Their Union Benefits?

Yes. Local unions having unit locals usually arrange to have each new unit hold one meeting a month for purely unit business. Members of unit locals have a voice and vote on all local union matters. Voting on unit business is restricted to unit members. No matter affecting members of another unit can be transacted at a unit meeting. However, unit meetings can make recommendations to the local union which if accepted become binding on all members of the local union.

What Autonomy Does a Local Union Enjoy Under the IBEW Constitution?

Local unions have autonomy over any matters that pertain to them and them alone, but where it is a matter that pertains to them and affecting any other local or locals the matters would have to be taken up through the regular democratic process to the International Organization.

How Are the Finances of Unit Locals Handled?

All unit local receipts are deposited in, and all disbursements for expenses are paid out of, the local union treasury.

GLASSON'S GROANS

Did you ever think of where you might be today if your father had not organized or joined a union? If he had not given long hours of his time, his energy, his money, and sometimes his life, that the things you take for granted today, might be your heritage; suppose you hadn't cared? Where would you be today if your father had subjected you to better wages, your overtime, your compensation when injured, your better conditions on the job, didn't you get them because somebody cared? Don't you know you can not retain them or get better things unless somebody cares? So it is up to you to be thankful to your father because he got them and your support to those about you who strive to retain them, for if you lose them it will be because you did not care.

This fellow Paul St. Sure can sure cook up a rare dish for you and I to stew in. In 1937, in our battle with the other company union, he wanted comptometer operators and typists included in the physical force of machinists and now he wants the physical worker left out of the bargaining unit, as he claims they are either supervisory—having the power to hire and fire or clerical workers.
Local 1324 Fights Job Elimination

The Pacific Gas & Electric Company showed to what extent its success would go to eliminate classifications from collective bargaining representation of the workers. The National Labor Relations Board held on April 12, 1949.

It was not content to let the facts speak for themselves, but deliberately used the hearing for the purpose of attempting to intimidate the employees in the system. The company may find, however, that just as it was unable to intimidate the witness on the stand, it will be unable to frighten the workers on the system.

Pacific Gas & Electric Company has tried to exclude from the bargaining unit all employees now classified as watch engineers. The company did not introduce any evidence on this matter except the contract and some general statements of Mr. Bob Tolson, one of the company's officials. IBEW tried to introduce careful and exact testimony as to the duties of the watch engineer. For this purpose, it called Don Hardy, a watch engineer, who had been on the job since 1946.

Hardy showed that the watch engineer was not a supervisor, as the Pacific Gas & Electric Company claimed, but a worker on the job who spent much of his time performing manual work. He testified that the watch engineer passed on oral orders of the foreman to the workers on the job.

Why I'm in Local 1324, IBEW

By ED HANLON, Lineman from Unit No. 3, PG&E, San Francisco.

Employee With More Than 23 Years' Service.

I'm one of the many PG&E workers who have long believed in "One Union on the System." I believe in and worked for that idea even before the advent of Local 1324.

I have many friends among PG&E workers. A few of them who have not yet made up their minds about the IBEW have asked why I favor that organization. I believe one or two have even suggested that I may have been "taken in" by certain people. Well, I do my own thinking. The firing by the UWUA of Daugherty, Humes and Ward had no bearing on my decision to join the IBEW. The failure of the UWUA to press for one union on the system did.

HARKS BACK

Let's go back a ways and take a look at early unionization of the system. The PG&E workers organized into what seemed at that time to be a progressive organization — the Utility Workers Organizing Committee, CIO. I believe we had a new union agreement in 1945 and were bargaining rights in the four Bay Area divisions of the PG&E.

Then the IBEW won bargaining rights for the entire system. We had been hopeful of winning those employees ourselves. However, we were not discouraged. We felt that if we kept the UWO progressive, if we fought to improve the lot of the workers on our section of the system, we could in time win over the rest of the system with a little help from the CIO.

TOO SMALL

We then learned that because we were only an organizing committee we did not have the resources to work on the rest of the system. Also, we had 10,000 members short of the number needed for a national CIO charter.

It was about this time that Joe Fisher, who headed the Brotherhood of Consolidated Edison Employees union in New York, led that independent union into the CIO. He got a National Utility Workers charter and the national union became the UWUA.

Our UWO became part of Fisher's national union and from that time on our program to expand to "One Union on the System" became stymied. We soon found the UWUA did not want to bring the outlying workers of the PG&E system into their union.

On the other hand, the IBEW is at the present time adding the UWUA in fighting the PG&E efforts to establish one union. I feel that the UWUA and the IBEW are working together to establish one union because they need the strength of one union.

What Price Leadership?

An article written by the president of one of the nation's largest national unions, which appeared recently in the East Bay Labor Journal, might have been written with the situation prevailing on the PG&E system in mind.

"How are we often gone home at night," the writer said, "after reading some severe and bitter denunciation of my attempts to be helpful to our membership. How I have often been bitterly attacked against the cruelty of things as the result of malicious, wilful moral murdering of our attempts to see the standard of our people one slight cog in the wheel of life."

"You who may read this who are (also) sometimes discouraged and depressed may understand that for every success there is a sorrow and for every smile there is a tear."
REPORTS FROM THE FIELD

Martinez Unit No. 1

Well, I guess by now you have all heard about the deal one of our very active brothers, Eugene Hastings, received for making two small operating errors. It has been a long time since anyone around here received a penalty for making a mistake and why it had to be an active IBEW member isn't hard to understand. All of us are still behind Brother Hastings and the IBEW, and I'm glad to see that just help prove to us the necessity of a strong and well organized union on the system.

It seems the steam plants are the target, at least for the present anyway. This deal of the UWUA and the Company in making changes in the bidding system of the San Francisco steam plants is certainly objected to here, as explained to us, and Unit 3 can be sure of our support in fighting it—new or old. Those employees who haven't yet seen the light should realize that this wouldn't be possible if we were in One Union. Any working conditions are important as job bidding, which affects all employees, at least all steam plants, would under Local 1324 be discussed with the entire membership—not one small part of it.

No more news for the present but we can assure you the sooner the election is held the better—we want to get the opportunity of drawing up a new contract by the members, for the members, and under One Union—the IBEW. JOHN FANTE, Secretary.

Redwood Unit No. 2

Our unit, or the good coffee we offer, is becoming very popular as Ed White whom we haven't seen for some time paid us a visit. He told us all about his organizational work in the North Bay Division and how it was fast realizing the value of One Union on the System, and that IBEW. Realizing the seriousness of the recent agreement between the UWUA and the Company regarding the bidding system changes in the San Francisco steam plants, Unit 2 passed a motion to support Unit 3 in objecting to these changes.

In order to strengthen our organization and take an active part in the labor movement in San Jose division, the membership passed a motion to affiliate with the San Jose and San Jose Central Labor Unions. Int'l. Rep. Drew, who we understand just recently completed an assignment in southern California to the point where he could leave, spoke to us and stated he would start working in the San Jose division next week. A meeting will be held with our Executive Board and others to acquaint Brother Drew with the division; from here he will start contacting those members in San Jose who have been waiting a long time for somebody to come in and give them a hand.

It sure is a pleasure to know a representative of the International will always be at the meeting to give us a complete report and answer our questions, and you members who have been a little lax should attend and keep abreast of the news. It is this kind of service which helped us to swing IBEW and we know it will continue after the election when One Union is on the System—IBEW.

R. PLACE, Secretary.

Know the Facts!

Here's WHERE and WHEN to ATTEND MEETINGS

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

UNIT No. 2—REDWOOD & SAN MATEO
2nd and 4th Monday of each month, Neighborhood 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.

UNIT No. 4—SANTA ROSA
3rd Wednesday of each month, Labor Temple, Santa Rosa, 8 p.m.

UNIT No. 5—UKIKAH
2nd Wednesday of each month, 8 p.m., in the Palace Hotel.