**IBEW 1324 Campaign Goes Into High Gear in East Bay Division**

**Now the UWUA Will Pick Your Vacation**

Got a vacation coming? The UWUA Local 134 Business Agent will pick it for you. In effect, he picked them for the employees in the Hayward collection department recently. It all came about when the company arbitrarily added the names of two employees from another district to the Hayward vacation list. They outranked the Hayward employees who naturally didn't like the deal and complained to the manager.

Last season a similar deal was attempted and got a similar protest. At that time the company was informed that the two employees would have to pick their vacations according to seniority in the district where they were regularly employed.

This year, despite the known feelings of the Hayward employees on the matter, the manager favored the two outside employees again. When a protest was lodged he called in the UWUA Business Agent. There was a pow-wow. None of the Hayward employees were called in.

Later the manager informed them that the new list would stand and the outsiders would get first pick. He said that the B.A. would explain everything to them.

But the B.A. hadn't been around as Utility Facts went to press. He wasn't expected back until the company wants something again.

The Sinclair Oil Corp. had the most profitable year in its history in 1948. Profits rose to $81,048,602 in 1948, compared to $52,432,125 the previous year.

An arms program expected to cost between $1 billion and $2 billion is reportedly being drafted by the U.S. for supplies to signatories of the North Atlantic pact.

**WARN UWUA ABOUT THREATS**

UWUA officials reacted to the adjournment of the NLRB hearings on the IBEW petition for a collective bargaining agent election on the PG&E system about as expected.

The campaign of lies, threats and reriminations against ex-UWUA members is being intensified by certain officials carrying out the UWUA campaign.

UWUA officials are now saying there won't be any election. And because they maintain that there will not be one, they are putting on pressure in every conceivable way to hold together the skeletons in the Bay counties which they call the UWUA locals.

**PLANS MADE**

An election is a certainty within 60 or 90 days and meetings of these men were going on this week in the Local 1324 IBEW offices to determine on plans and strategy for bringing the IBEW story to the East Bay PG&E workers.

Discussion in these meetings revolved around the PG&E worker in the area and what his desires would be in the matter of organization. His strong interest in unionism before the UWUA degenerated was discussed. It was agreed that Local 1324 units, with local autonomy, should be set up in Oakland, Hayward and Richmond.

If the employees in Emeryville want their own separate unit, efforts will also be made to assist them in setting one up.

**THE OLD TIMERS**

It was also brought out during the talks that the 1913, '21, '33 and '37 incidents would be a factor in the campaign. It was agreed that these incidents were all water over the dam, that what the IBEW story is today is the important thing, and that when the story of IBEW's progressiveness and leadership in the utility field is clear to the employees in the East Bay Division who have been shut off their UWUA connections from news of IBEW advances that they will be fighting along side of scores of their cohorts for One Union on the System, the IBEW.

An organizing committee has been formed. Although there will be several informal meetings taking place, the next regular meet-
Local 1324 Joins Blood Bank Effort

The sort of employee relations that the PG&E management had in mind when it attempted in the NLRB hearings to remove 1875 electrical workers in 51 classifications from the bargaining unit were evident this week after study of a directive to foremen issued April 18 over the signature of A. M. Rieson, Division Gas Superintendent.

Rieson warned foremen that damage their crews made underground structures such as fire alarm, signal, telephone, and water enclosures would be cause for disciplinary action.

Rieson points out that foremen in the field do not "size up the job to ascertain location of foreign underground facilities whose location may not be available in the office, such as: P.T.A.T., `dips,' etc. Also, when such facilities are indicated on the sketches, shortcuts are employed which result in serious accidents."

WANTS SUPERMEN

Apparently Rieson expects his foremen to be more efficient and less fallible than the sketches he talks about.

His letter was addressed to foremen of crews in the San Jose Division. If the UWWA does not have a copy of this letter, the IBEW will be glad to furnish it with one, officials of the latter said.

As stewards of the contract the company claims the UWWA has with it the UWWA should be interested in finding out just what sort of disciplinary action is proposed by Rieson.

And IBEW officials again reminded both the company and the UWWA that there is a clause in the contract that protects employees from summary action of the sort indicated in Supt. Rieson's letter.

FUN and FOP

Vacation season is nearing again. That glorious period when you are free to go anywhere your wife chooses.

The greatest undeveloped territory in the world lies under your hat.

Two ants were racing at a great speed across a cracker box.

"Why are we running so fast?" asked the first ant.

"Don't you see—it says `parse this dotting line,'" replied the second ant.

Doctor: "Give me some of that prepared acetyl derivative of salicylic acid."

Greetings to 1324 From Frisco Local

Mr. L. G. Glasson
Local 1324, IBEW
1918 Grove Street
Oakland, California.

Dear Sir and Brother:

It is with a feeling of intense pride and satisfaction that the Radio Broadcast and Service Technicians of Local 202 welcomes its new sister Local 1324 into the Bay Area orbit of the IBEW.

This Local takes this opportunity to salute the workers who have had the foresight to band together and form the nucleus of this new organization. It is so rare to report itself, the troubles and tribulations a new Local faces in its inception will appear insurmountable at first, but after a little while will find that those troubles, real or imaginary, were but stepping stones to greater achievement. For instance, I well remember the birth of Local 202. A few radio technicians, realizing the essential value of their skill and desiring better working conditions, joined together under the guidance of the IBEW for their mutual benefit. A local restaurant meeting hall and out of this inauspicious beginning has grown the largest and highest paid local of its kind in the country.

Through its many years of unflagging service and profound consideration of the needs and necessities of electrical workers, the IBEW is more than qualified to assist in procuring the better standards of living envisioned by the Utility Workers in this locality. Although scarcely out of its embryonic stage they have done so much that within a few years this new Local will take its place with the other large IBEW locals and will be in the vanguard of any struggle that may arise in the changing values of the prestige and standing of the Utility Workers.

In welcoming the new Local we wish to assure you of our cooperation and support at all times and anticipate hearing from time to time of the progress you are making.

Wishing you every success in each and all of your undertakings, I am

Yours faithfully, MARVIN L. LABSEN,
Business Manager.

Druggist: "Do you mean aspirin or salicylic acid?"

Doe: "Yeah, I never can think of that name."

My doctor says that exercise kills germs. I have a hard time getting the darn things to exercise.

A jury is twelve people chosen to determine which side has the best lawyer.
The UWUA, when challenged to show what it has done for the utility worker on the Pacific Coast, is usually unable to cite any Coast contracts. For example it represents few utility workers in the West. So it usually talks vaguely about the strength and the line contracts it has with utility firms in the East.

The IBEW is now prepared to show that UWUA claims for its Eastern contracts are as phony as the contracts it has with utility firms about the strength and the fine boards for the exclusive use of the Company will provide bulletin from posting (on bulletin boards) employee because of his member-
cion by the Company against any such restriction. It reads: "There
licit membership or dues on the its members or representatives in-
tract.

discharges to 10 days. There was no discrimination or coer-
vitiation on any question they may
ion on any question they may

GRIEVANCES

Also discussed by the committee of East Bay employees was the growing list of grievances which have gone unsettled. It was noted that there is a lot of dissatisfaction with UWUA officials for letting these grievances go unat-
tended. It was the feeling that these officials should spend less time trying to win company support for their campaign and spend more time in the interest of the employees they are supposed to represent.

The $1.50 non-attendance fine imposed by Local 134 was also dis-
cussed. The feeling of the em-
ployees, one member said, is that these fines are unfair, especially at a time when the employee should be left free to make his decision about issues free from pressure or coercion of any kind.

There was also dissatisfaction, it was reported, with the sub-local set-up of Local 134. Under this plan members of the sub-locals must go to Oakland if they want to vote on important questions. Under the IBEW unit Systems, this is not necessary. Each unit has autonomy to act except on matters affecting the entire system. In such matters a referendum is mailed out to the entire member-
ship.

PG&E workers wanting information on any question they may have about the IBEW or Local 1324 may receive it by writing to or calling at the IBEW Local 1324 offices at 1918 Grove street, Oakland.

The UWUA—"Seniority status of ab-
sent employees shall be retained for a period of one year."

IBEW—"Seniority shall be re-
tained for two years."

UWUA—"Employees who are laid off retain their seniority for a year."

IBEW—"Employees who are laid off retain accumulated seniority for two years."

UWUA—"Grievance committee restricted to four days with pay to attend to duties. Thereafter without pay.

IBEW—"No limit to the number of days with pay for grievance committee to attend to duties.

UWUA—Seniority status of em-
ployees limited to seniority with Equitable Real Estate Company ONLY, or Equitable Gas ONLY.

(These are two of three small com-
panies where the UWUA retained bargaining rights.)

IBEW—Seniority is employment with any one or more of the Du-
quesne affiliated companies.

UWUA—Leaves of absence with-
paid to members for elections year for elected Union officers and not exceeding three in number.

IBEW—Elected officers granted leave of absence without pay for the entire duration of his term of office. No restrictions on number.

IBEW—Rate of pay for laborers

IBEW—Rate of pay for laborers $1.30.

UWUA—Holidays. One less than the IBEW.

IBEW—The contract gives em-
ployees one more paid holiday per year (Good Friday). Two hours off with pay is also provided for on Election Day if required.

UWUA—Employees called out on holidays, not in their scheduled work week, will be paid two times their straight time rate.

IBEW—Employees called out on holidays not in their regular sched-
uled work week shall be paid 1½ times in addition to their holiday pay, or 2½ times their regular rate.

UWUA—Hours worked on holi-
day in excess of the regular 8 hour day shall be paid 1½ times for work performed in those additional hours.

IBEW—Shall be paid two times for all hours worked in excess of eight hours on a holiday.

UWUA—Holidays outside of reg-
ular schedule will be paid at two times for all hours worked.

IBEW—Holidays outside of reg-
ular schedule will be paid at 2½ times for all hours worked.

UWUA—Followed IBEW lead in establishing three weeks vacation after 15 years service.

IBEW— initiated the three weeks vacation clause. (Prior to IBEW it took 20 years service.)

UWUA—Vacation allowance not increased from year to year. No provision for those who may be off sick.

IBEW—Employee who is off sick shall get his vacation upon return-

UWUA—Employee called out re-

UWUA—Employee loses holiday if it falls on his off day.

IBEW—When a holiday falls on aarguing the second day shall be

UWUA—Double time for all hours worked in excess of 16 hours on a 24-hour period.

IBEW—One-half time additional to the overtime rate shall be paid for hours worked in excess of 16 hours in the employee's work day.

UWUA—If the Company dis-
charges an employee, the Union may appeal for a re-
view of the Company's action under the grievance pro-
cedure.

IBEW—The company agrees that before action is taken against an employee, it will be gone into with the Union. (Hastings would have gotten union protection here.)

UWUA—Employees paid twice a month on days DESIGNATED BY THE COMPANY.

IBEW—Employees shall be paid every other Wednesday.

UWUA—Employees able to get hospital benefits negotiated by the IBEW.

IBEW—Received improved hos-
pitalization plan that pays $8 daily hospital pay which was passed on to UWUA employees.

UWUA—Gott the pension bene-
fit negotiated by IBEW.

IBEW—Prior to IBEW-AFL-
some pensioned employees received as little as $14.75 per month. Now minimum payment of $80 is guar-

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**Good & Welfare**

By Unit 3's Publicity Committee

Attention, Unit No. 3 members! Your Grievance Committee asks that any member having a grievance, notify this committee to enable them to get it processed.

Suitable forms have been made up for this purpose, and any member having a grievance need only supply the committee with the relative facts. Filing a grievance without the committee with the facts won't get the job done. Let's cooperate with them and protect our working conditions.

**Unit No. 3**

* * *

**Unit No. 3 Organizing Committee** met last week in order to expand the organizational drive now going on in the San Francisco area, relative to putting "One Union On The System." That Union to be the I.B.E.W.

With the NLRB hearings concluded and election day coming up, a program was laid out in order to put the I.B.E.W. on the system by an overwhelming majority.

Chairman "Bill" Kennedy stated that organizational work is the paramount issue at the present time in order to accomplish this.

Information given to him by Int'l Representative Merritt G. Snyder, who is coordinating the activities of the campaign in this area, is being used and a program was laid out which consists of putting additional key contact groups in all the various departments of the P.G.E.E. San Francisco division.

The election will soon be here which will give us Union jurisdiction. This makes it increasingly necessary that we have our organization built to do a real job of servicing the P.G.E. and E. workers.

This job becomes more and more imperative each day, due to the fact that the U.W.U.A.-C.L.O. brand of "unions" is costing the system the economic security of the workers.

U.W.U.A. policy has been responsible for elimination of Steam Plant workers' job bidding rights, the mounting pile of unresolved grievances and the very recent development of the reported U.W.U.A.-C.L.O. violation of Underground Department Union regulations reported elsewhere in this issue of Utility Facts.

A complete breakdown is being made of the various departments concerning the number of employees working, etc.

Facts relative to the I.B.E.W.

**Utilities Facts**

**May 11, 1949**

**San Jose IBEW Local Selling "One Union"**

Lawrence Drew, IBEW international representative, is not the only IBEW man selling the "One Union on the System" story to PG&E workers in the San Jose district.

Drew has been spending most of his time on that mission during the past few weeks. He will continue to work in the area. Last week Drew called on Business Manager Ed Stock of IBEW Local 332 while he was in San Jose.

"The workers of our local are glad to learn that at last the PG&E worker has a chance to have one union on the system," Ed told Drew, and are telling PG&E workers of the gains we have secured under the IBEW whenever we meet them in the field. We have found that San Jose PG&E men are a fine bunch of union men and look forward to the day when they will have an autonomous sister union under Local 1324 IBEW.

Drew said that he had met a lot of the San Jose workers during the past week. They had a lot of questions to answer, which he did, to the best of his ability. IBEW interest is growing, Drew said.

He also contacted the IBEW San Mateo Unit No. 2. The unit has affiliated with the San Mateo Central Labor Council, an AFL body composed of scores of AFL unions, operating in San Mateo county.

The full resources of this council are now behind the IBEW campaign in that area.

Russell Pease is the Unit 2 delegate to the council. Another one will be elected at the next meeting of the unit.

**Transportation Dept., as some of the drivers had been notified to report for work at the earlier hour.**

The membership voted to send a delegation of Underground Dept. workers to see the Superintendent and demand that a department meeting be called where the proposed change should be decided, by means of a secret ballot.

The membership further decided that if this offer met with refusal from the company, that a membership committee be formed, and that any such change should only be entered into with the Company's knowledge, and only after consultation from the workers who are involved.

This is not the first time the U.W.U.A. has flouted the PG&E employees' rights. Recently, Utility Facts reported, U.W.U.A.-C.L.O. made an agreement with the company which took from San Francisco Steam Plant Workers their seniority job bidding rights.

**Membemrs Against**

Members expressed a firm determination to prevent this change. Workers in other departments pointed out that if this change was made in the Underground Dept., it would soon spread to theirs. One member stated that this had already happened in the Transposition and accounting the workers with the various phases of the campaign will be distributed by these contact groups to the workers concerned, in order to keep them up to date on the progress of the I.B.E.W. campaign.

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**Local Union and Unit Officers**

**Local 1294**

M. A. WALTERS, President
M. A. WALTERS, Recording Secretary
F. G. CARTIER, Treasurer

**Unit No. 1—MARTINEZ**

2nd and 4th Monday of each month, IOOF Hall, 829 Ferry St., Martinez, at 7:45 p.m.

**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 St., San Francisco, 8:30 p.m.

**Unit No. 4—SANTA ROSA**

3rd Wednesday of each month, Labor Temple, Santa Rosa, 8 p.m.

**Unit No. 5—UKIAH**

2nd Wednesday of each month, 8 p.m., in the Odd Fellows Hall.

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