UWUA DELAYS

PG&E Employees Form New IBEW Unit After Richmond Meeting

PG&E employees working in the western end of Contra Costa County met in Richmond on May 11 and set up their own IBEW unit. It will be known as Local 1324 Unit No. 6.

Temporary officers were elected and the next meeting date was set for May 26 in the Richmond AFL Labor Temple.

Karl J. Atkins was elected chairman, Charles Galvano, vice chairman, and E. A. Anderson, recording secretary. At the May 26 meeting two members will be elected to the unit’s executive committee.

As chairman, Atkins becomes a member of the Local 1324 executive board. However, because he has to work when the next meeting of the board takes place in San Francisco on May 19, Vice Chairman Galvano will attend in his place.

Los Angeles IBEW-AFL
Men Win Wage Raises

Ten-cent hourly pay raises were won after six weeks of negotiations by officials of IBEW Local 18, Los Angeles, on behalf of 600 members.

HONORS APPRENTICES

Secretory of Labor Maurice E. Tobin, above, took part recently in mass graduation festivities at the Oakland Auditorium honoring 850 apprentices trained under joint employer-union supervision. Many IBEW apprentices were among those getting their journeyman certificates.

Local 1324 Now a Green Cross Member

Local 1324 IBEW was in receipt this week of a letter from Campaign Chairman Carroll A. Trelfas of the East Bay Chapter, National Safety Council, thanking the membership of the Local for its contribution, and enclosing a Certificate of Membership.

The National Safety Council, which has chosen the Green Cross to symbolize its work, is a cooperative, non-profit educational organization, rendering accident prevention service for the Nation.

The East Bay chapter has set a goal of $50,000 this year to carry on its safety campaign locally.

UWUA Delays

The hearings on IBEW’s election petition were supposed to begin on January 15. The UWUA asked for a delay and they were reset for the 24th. The ensuing week after that date was given to delay on the main question while UWUA launched a tirade against PG&E employees who had withdrawn from the union.

Jan. 26—Adjourned by agreement until February 4.

Feb. 4—Postponed until March 14 due to illness of the Company attorney, Paul St. Sce.

March 21—Delayed one day by absence of business of Company personnel director.

March 28—Adjourned to April 12 to permit attorneys to gather evidence for fighting company attempt to exclude 51 classifications from the bargaining unit.

April 15—UBWA again sought delay. Granted, but hearing officer ordered resumption on April 25 with definite understanding by parties that case would be completed after that date without interruptions.

April 25, 26, 27 and 28—Case finally completed with UWUA seeking more delays and the IBEW protesting.

Hosiery Workers
Go Over to A. F. of L.

The American Federation of Hosiery Workers, claiming 30,000 members, last week in Milwaukee unanimously adopted a resolution to switch from the CIO to the AFL. Milwaukee is the home of Hosiery of those who had withdrawn from the union.

The hands that lift the cup that cheers should not be used to shift the gears.

Darwin Asks for
More Filing Time

Despite the fact that with conclusion of the NLRB election hearings, PG&E employees now feel that an election date should be set as soon as possible and the “One Union on the System” issue settled once and for all, the UWUA was attempting to delay such an election again this week.

UWUA’s Attorney Darwin petitioned the National Labor Relations Board in Washington for another delay to keep the case out of the hands of the Board. The request was granted.

GOT 16 DAYS

With the election hearings over, all parties were given sixteen days in which to file their briefs or summaries of their cases. Though either side is entitled to one additional extension for this purpose where the Board deems it absolutely necessary, professional courtesy decrees that the attorney for one side notify the other of such intention so that the reasons for it may be ascertained.

Attorney Darwin did not do this. His action therefore came as somewhat of a surprise to IBEW officials for the IBEW attorney had found the 16 days allotted by the NLRB Hearings Officer for preparing briefs ample. IBEW Attorney Matt Tobriner entered protest to granting any further delays.

The new deadline for briefs is now May 31, thus keeping the case out of the hands of the NLRB Washington Board and delaying setting of the election date.

(For a list of the delays asked for and granted on one pretext or another since the hearings began in January, see the box in an adjoining column.)

DEALY CITED

The pattern of deliberate delay of an election among PG&E workers by the UWUA is obvious. What is not so obvious are the reasons (Continued on page 4)
IBEW Welcomes All Utility Workers

(The following communication was received by IBEW Local 1324 on April 1st from Floyd D. Parker, a senior power dispatcher with the Bonneville Power Administration who is a member of Portland IBEW Local 125, Portland, Oregon):

The question of unionism in federal employment has been brought up for discussion many times. Some people are of the opinion that federal employees have no need for unionism. However, this is not the case. Every federal worker benefits from the results of unionism just as any other worker regardless of whether he or she actually belongs to a union. Not being adverse to accepting any benefits derived from Unionism the unionists feel justified in asking their support.

Thousands of employees in various departments of the Government belong to and receive considerable benefits from unions affiliated with the A.F.L. A large group of employees on the Bonneville Power Administration are part of this body of unionized government workers and they will vouch for these benefits.

The Bonneville Power Administration is unique in that it is the only Government agency that has a signed agreement with a labor union. Working out of the many details preparatory to signing this agreement was a difficult task but under the guidance, push and perseverance of Vice-President O. G. Harbik, who at the time was International Representative in the Northwest, it became an accomplished fact and a contract was signed in 1945 between the Administration and the Columbia Power Trades Council.

This contract established the process of collective bargaining between the Administration and the Council. Under terms of the contract negotiations are carried on each year by the negotiating committee of the Council to arrive at a fair wage level. The electrical workers negotiated their original working conditions and since have renegotiated changes for improvement and now have the best conditions in the Northwest area and in most categories their wages are at least as high as any in the area.

The Administration management

If you build your own fishpond, the depth of the water is more important than the size of the pond; the water must be deep enough so the fish can live in summer heat and winter cold.

is very labor minded and gives every indication of wanting to do anything possible for the maintenance of good labor relations. Under these conditions negotiating is a pleasure.

The increased benefits, better wages and conditions for unionized employees of the Bonneville Power Administration were not easily attained. It must be remembered that we are still on Civil Service and it has been necessary to alter numerous Civil Service rulings to gain our goals and changing Civil Service rulings and policies is most difficult.

The IBEW has been persistent in its efforts and this patience has paid dividends as approximately 80 per cent of the eligible employees of the Administration are members of U.0. 125. This is quite an achievement even though we have missed our goal by 2 per cent but it must be borne in mind that a worker cannot be forced to join the union but does so purely voluntarily.

With this record as a criterion, apparently the workers are appreciative and satisfied with the efforts extended by the IBEW in their behalf.

Local 340 Greets

Mr. L. G. Glassson, President
Local No. 1324
Dear Sir and Brother:

The members of this Local Union No. 340 of the International Brotherhood of Electrical Workers are happy to know that the PG&E employees of the Bay and Santa Cruz area are joining the IBEW and affiliating with the American Federation of Labor.

We in the construction local of the IBEW have realized what a tremendous handicap it has been to the officers of Local Union No. 1245 to negotiate and maintain conditions where the PG&E was able to use one labor International against the other. It has been our pleasure to know many of the employees of the PG&E who had been affiliated with the CIO and we feel that they are displaying wisdom in changing over to the AFL so that they may present a united front in all of their negotiations for a better standard of living.

We wish you all the success and will be looking forward to meeting your delegates at our conference meetings.

Yours fraternally,

Local Union No. 340.

By CHARLES H. CRAWFORD
Business Manager.
What About Old Days?
ONE UNION IDEA ORIGINATED BY IBEW IN CALIFORNIA BACK IN 1905

Int'l. Rep. "Chuck" Hughes, who has been assisting the officials of IBEW Local 1324 with their campaign among PG&E workers, has recently been concerned about the lack of understanding and information among some of the oldtimers about early-day IBEW policies.

"There has never been a time," Hughes said, "when the IBEW: 'One Union on the System' idea did not apply to workers on the PG&E system."

"In fact," Hughes said, "the 'One Union concept originated with the IBEW right here in California on a power and light system that is now a part of the PG&E."

HISTORY

For proof Hughes dug up a 1928 publication of the University of Illinois entitled by Charles Fratlin March called 'Trade Unionism in the Electric Light and Power Industry."

Page 49 of that publication discusses early-day utility organization and has this to say on the subject:

"The agreement entered into in May, 1905, by the California Gas and Electric Company, was comprehensive. The party to the agreement was the Pacific District Council of the International Brotherhood of Electrical Workers, acting in behalf of seven local unions the members of which were employed by the company. Inasmuch as this is the earliest example of a comprehensive union agreement in the industry concerning which definite information is available, its more important provisions should be noted.

GAINS

"It provided wage increases for the following groups of workers: foremen, journeymen, and apprentices; operators in generating plants and substations, dynamo tenders and wipers; station electricians, including foremen, journeymen and helpers, and meter inspectors, testers and repairers, etc.

"Daily wage rates were specified for all workers except the operators who were to be paid by the month. All foremen were to receive $4.00, journey men and apprentices were to be paid $3.50, helpers and apprentices were granted $2.50 and wages of $2.25 and $2.00 were to be paid to dy namo tenders and wipers, respectively, for an eight-hour day.

"Station operators were scheduled to receive $75 to $90 per month, depending upon the complexity of the equipment handled, information concerning the working hours of operators lacking."

OVERTIME

"Other pertinent information indicated that the IBEW, even at that early 1905 date, had written clauses into its contract providing for the payment of overtime at double time for Sunday and holiday work.

"The contention of the UWUA that the IBEW was not interested in early days in a system-wide union is effectively blasted by the University of Illinois publication, Hughes points out. To the contrary, the IBEW seems to have been the originator of the One Union idea right here in California.

"The One Union idea carried over onto the PG&E system when that company absorbed the California Gas and Electric Company. Many gains were made for the workers in all categories. The IBEW PG&E workers continued to make progress even after an internal split in the union's ranks in 1908.

POWER

"Even in those early days the power of the utility companies was great and the extremes to which they would go to eliminate the unions or make them impotent was unbelievable. It should be remembered, Hughes emphasized, that in those days there were no labor laws to protect the worker and his union.

"The utility companies took full advantage of the split. After chiseling on the contract had reached a stage where a halt had to be called, a strike against PG&E was voted on May 7, 1913. It began on that date and lasted until January 13, 1914. The workers went back to their jobs in a much-weakened union, which limped along during World War I and was finally eliminated altogether in the union-hosting postwar era when the PG&E finally refused to recognize it any longer.

TRIAL AND ERROR

"The resurgence of unionism after enactment of the Wagner Labor Relations Act found the PG&E men once more looking to the IBEW for leadership, for by that time the International had adjusted its position in line with the growth into its present strong position — a growth that came about the hard way through trial and error, and through many years of experience."

"The PG&E was faced with the choice as to the type of membership he prefers, with or without the benefit plans.

Minneapolis Phone Workers Go IBEW

Plant workers in the Minneapolis division of the Northwestern Bell Telephone Co. ignored the effort of the CWA President Bierne to lead them into the CIO by petitioning for and getting a charter from the IBEW-AFL. The new IBEW local 1609 is headed by S. J. Schmidt, a former CWA official.

MAY 18, 1949 UTILITY FACTS

Pay regular dues each month, but an additional monthly payment to support the International's pension plan was made for the workers of all categories. The IBEW PG&E workers continued to make progress even after an internal split in the union's ranks in 1908.

COMPANY TACTICS

"The PG&E workers at that time could still enroll in the IBEW on a system-wide basis, but only, according to the union constitution, if they agreed to support the benefit plans."

"The utility companies in that day took advantage of this hard and fast IBEW rule. To keep their employees out of the union, they instituted pension and, in some cases, death benefit plans of their own. The PG&E was no exception."

"Members and officials of the International throughout the nation eventually realized that their constitution was keeping unionization away from many utility workers, although even at this time many large utilities were under contract to IBEW local unions."

In 1935, by a referendum vote of all IBEW members, the pension and death benefit requirement in the constitution was liberalized. The benefit plan was made optional to the member through establishment of "A" and "BA" memberships.

Hughes points out, however, that there never was a time before the constitution was changed when the PG&E workers could not have belonged to the IBEW if they were willing to accept the old requirement under the constitution which made it mandatory for every member to belong to and support with extra dues the death and pension plans.

He also points out that the present charter of Local 1324, IBEW, provides for either an "A" or "BA" membership, leaving up to the individual worker on the PG&E system the choice as to the type of membership he prefers, with or without the benefit plans.

Oregon IBEW Union Honors Oldtimers

A large group of old-timers in Local 125, Portland, Ore., were guests of the union recently at dinner at the All Valley Hotel in that city. Among the group were about 50 members now retired, many of whom were former employees of Northwestern Electric Company, one of the first independent utility unions organized by the IBEW way back in 1918.

After being honored by officials of Local 125, many of the oldtimers took the floor to reminisce about early day unionism.

B. O. Hunter, one of the most faithful of all the old timers, paid compliment to the new and younger leadership that is developing and taking the reins being laid down by retiring members.

ANNUAL AFFAIR

Robert Wooden, secretary of the Local 125, reviewed the organizational progress made among the Utility companies in and around Portland. The union stands and has held for many years, the bargaining rights for utility workers with the Pacific Power and Light, Portland General Electric, and the Northwest Electric Co.

The dinner, eagerly looked forward to each year by the pioneers in the union — is an annual affair which was first started a few years ago. It is tendered the IBEW Local 125 now retired on pension and is paid for by the local.

Oldest member present was E. C. Motteau, who admitted to 77 years. George Maxey has been drawing the IBEW pension the longest time of any of those present — 11 years.

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, at 7:45 p.m.

UNIT No. 2—REDWOOD & SANTAMATE
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.

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

UNIT No. 5—UKIAH
2nd Wednesday of each month, 8 p.m., in the Odd Fellows Hall.
Darwin Asks for More Filing Time

(Continued from Page 1)
why the UWUA seeks to deny to the PG&E worker his lawful right to express his opinion on union representation.

Officials of IBEW Local 1324 have laid their case directly before the PG&E worker from day those workers themselves established the union. All meetings have been open, employees as well as UWUA officials have had a standing invitation to attend and hear both sides of the organizational issue. Although partisanship has occasionally crept into some of the dispatches appearing in Utility Facts, IBEW officials have tried to make the paper reflect the true facts about unionism on the system. Since the inception of the campaign the IBEW has been ready to accept an election at any time. At one stage IBEW officials even proposed a new dues checkoff signup which could have in effect amounted to an election. The UWUA turned this down.

HOW THEY OPERATE

By contrast the UWUA has conducted closed meetings, used pressure tactics to keep the PG&E workers away from IBEW meetings, conducted a mud-slinging campaign against loyal PG&E workers for their union views, and sought to undermine the system, and, indeed, if the deal was sincerely made, which we doubt, for not having the courage to bring to the attention of all PG&E workers the danger of setting any precedent for abridging such basic rights as job bidding.

The bidding system has over time, in the absence of competition, become a method of rewarding favored employees rather than one which awards the most qualified. By the system employees are forced to bid on work, therefore, the company likes to pit one employee against another and protects such a career. A union man should permit himself to be a party to selfish schemes. One of the "Old Bards" once penned these words: "Unite thine own self be true, and as follows the night, the day; thou canst not then be false to man".

By the great horn spoon, my blood is boiling or frying a little bit, when I think of the tactics used by Company Attorney Paul Snyder on NLRRB hearing witnesses who were on the stand to refute company claims that they were management personnel and thereby excluded from the benefits of collective bargaining. Efforts were made to have these witnesses say that they had authority and duties that they never had, that he must have known that they did not have because the company had never given it to them. Sure makes one sizzle at the seams.

Brother Ingraham from Lakeport was at a loss to qualify this further. GLASSON'S GROANS

We have learned that some of the employees in stations Unit 1, 2, and 5 by the UWUA-company deal to eliminate job bidding went along with the idea.

We understand human nature well enough to realize that men sometimes let their better judgment get the best of them and condone some practice which may seem unimportant at the time, but which may be the means to secure some small advantage.

In the deal referred to above some of the members who thought it was a good idea got their jobs in the first place by bidding for them from outside stations through the sort of bidding system which was eliminated by the UWUA.

However, these members should not continue to go along with the criticism should go, rather to the UWUA officials who negotiated the deal—first for giving away the seniority rights of other employees, and second, if the deal was sincerely made, which we doubt, for not having the courage to bring to the attention of all PG&E workers the danger of setting any precedent for abridging such basic rights as job bidding.

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