

UWUA DELAYS ELECTION AGAIN

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. Adkins was elected chairman, Charles Galyean, 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, Adkins 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 Galyean 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.

"REMEMBER THE DAY—26TH OF MAY"

San Francisco Unit No. 3 is holding a special meeting at the San Francisco Labor Temple (Brotherhood Hall), Thursday, May 26th, at 8:00 p.m. for the purpose of enlightening the PG&E employee on what is happening to the working conditions they fought so hard to get. Employees from each department will report. Employees from all of the Bay Divisions are invited.

Honors Apprentices



Secretary 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. Trefts 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 17. 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. 28—Adjourned by agreement until February 4.

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

March 21—Delayed one day by absence on 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 13—UWUA 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.

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.)

DELAY 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)

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

The American Federation of Hosiery Workers, claiming 50,000 members, last week in Milwaukee unanimously adopted a resolution to switch from the CIO to the AFL. Milwaukee is the home of Holo-proof hosiery and other large mills.

There has been a noticeable swing of workers in recent months from CIO unions in all lines to the AFL.

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

UTILITY FACTS

Official Organ of IBEW
Local 1324



L. G. GLASSON, President
ED WHITE, Financial Secy.
1918 Grove Street
Oakland, Calif.

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 unions 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. Harbak, 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

UWUA 'HOKUM' EXPOSED

Newscaster Scoffs At 'One Union' Idea

The UWUA's Newscaster was out last week with the kind of hokum that Utility Facts just loves to pick apart. It is the kind of hokum and misinformation that really exposes the UWUA official thinking and the UWUA conception of unionism.

During the recent hearings before the NLRB the IBEW joined with UWUA to fight against exclusion of 1675 employees in 51 classifications from the bargaining unit. It went into that joint fight with good faith. Now it finds the UWUA's Newscaster trying to make organizational hay out of the effort.

In an apparent effort to create dissention between Local 1324 IBEW and Local 1245 IBEW it asks where representatives of Local 1245 were while the exclusion hearings were going on. They were probably out where they should be—servicing their members and taking care of grievances.

International representatives of both the UWUA and the IBEW were handling presentation of evidence.

Representative Hughes was acting for the interest of members belonging to the two IBEW locals.

Representative Shedlock was acting for the so-called UWUA locals. The UWUA claims there are eight of these. While the question of who was where is being asked maybe the Newscaster can explain why the officials of UWUA Locals 169, 137, 241, 136 and 133 were not at the hearing.

Certainly they had time to be there for they had not been spending much time settling grievances or servicing members in the areas where they claim those locals are operative.

The Newscaster goes on to infer that Business Manager Charles Mason, of Local 1245, is not in accord with the "One Union on the System—the IBEW" policy. It is hard to see how the UWUA or its Newscaster can speak for an IBEW union official.

However, Business Manager Mason has put himself on record on this matter through a letter to International Representative Chuck Hughes. It appears on this page.

IBEW Wins Election

A union representation election held on the properties of the Coos-Curry Electric Cooperative was won by the IBEW No. 125 in recent balloting, according to Robert Wooden, secretary of the union.

Bargaining will commence on the utilities immediately, Wooden announced.

CHARLES W. MASON, BUSINESS MANAGER

O. G. HARBAK, INTERNATIONAL VICE-PRESIDENT

International Brotherhood of Electrical Workers

LOCAL 1245

214 CENTRAL TOWER

SAN FRANCISCO 3, CALIFORNIA
TELEPHONE SUITEN 1-2375

January 31, 1949

Mr. C. F. Hughes, Int. Rep.,
International Brotherhood of
Electrical Workers
1918 Grove Street
Oakland, California

Dear Mr. Hughes:

After your discussion on Sunday, January 9th, with Vice-President Harbak, the Executive Board of Local 1245 and myself learned that the impression has been created that Local 1245 is not in accord with the I.B.E.W. completing the organization of the PG&E system.

Upon learning of this the Executive Board has asked me to direct this letter to you correcting this erroneous report and to thereby advise that Local Union 1245 is extremely desirous of seeing the I.B.E.W. established as the sole bargaining agency for all employees of the PG&E Company.

We would like at this time to extend our fraternal greetings to Local 1324 members and wish for them the successful and happy relationship in their Local that we are enjoying in Local Union 1245.

Sincerely and fraternally yours,

Charles W. Mason
Business Manager

CWM/1

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 was necessary to alter numerous Civil Service rulings to gain our goal and changing Civil Service rulings and policies is most difficult.

The IBEW has been persistent in its efforts and this persistence has paid dividends as approximately 98 per cent of the eligible employees of the Administration are members of L.U. 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 can not 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 Greetings

Mr. L. G. Glasson, 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 San Jose 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

Intl. 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 old-timers about early-day IBEW policies.

"There has never been a time," Hughes said, "when the IBEW's '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 authored by Charles Franklin 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 other 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, journeymen and metermen were scheduled to receive \$3.50, helpers and apprentices were granted \$2.50 and wages of \$2.25 and \$2.00 were to be paid to dynamo 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 is 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 the 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 fight split the International into two factions in 1908.

POWER

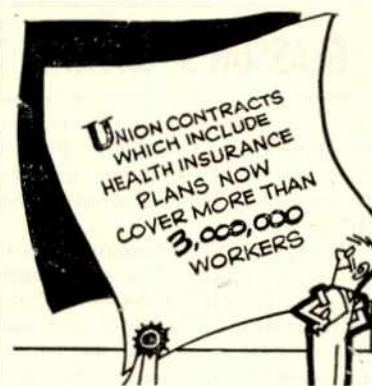
Even in those early days the power of the utility companies was great and the extremes to which they would go to eliminate the unions or make them impotent was unbelievable. It should be remembered, Hughes emphasized, that in those days there were no labor laws to protect the worker and his union.

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-busting 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 differences and was fast growing into its present strong position—a growth that came about the hard way through trial and error, and through many changes ordered by the membership in the International's by-laws and constitution.

At this time, Hughes said, the International constitution provided that every member must not only



Minneapolis Phone Workers Go IBEW

Plant workers in the Minneapolis division of the Northwestern Bell Telephone Co. ignored the effort of 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.

pay regular dues each month, but an additional monthly payment to support the International's pension and death benefit plan.

COMPANY TACTICS

The PG&E workers at that time could still enroll in the IBEW on a systemwide basis, but only, according to the union's 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. (More on this later.)

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 Mallory 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 industrial utility unions organized by the IBEW way back in 1918.

After being honored by officials of Local 125, some of the old-timers 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 holds 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 & 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 of each month (night workers), 1:00 p.m.

2nd and 4th Tuesday of each month (Executive Board), 85 South Van Ness, 8 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.

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 the 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 them 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 sign-up 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 entrenchment on the system through concessions to the company of the workers' rights under the contract.

Through the columns of this paper the officials of the IBEW now ask the UWUA to explain through their own information sheets why the democratic rights of the PG&E workers are being flaunted. They raise these questions:

1. Does the UWUA think that throwing the election into late summer at the height of the vacation season will aid their cause?
2. Does the UWUA think that a continuation of its program of intimidation will bear fruit through a delay?
3. Does the UWUA think that the patience of the PG&E worker will wear so thin he will lose interest in the issues?

Success formula: start from scratch and keep on scratching.



GLASSON'S GROANS

We have learned that some of the employees in stations affected by the UWUA-company deal to eliminate job bidding went along with the idea.

We understand human nature well enough to realize that some men can sometimes let their better judgment get the best of them and condone some practice which may seem unimportant at the minute to secure some small gain.

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 be criticized too strongly. The criticism should go, rather to the UWUA officials who negotiated the deal—first for giving away the seniority rights of other workers on the system, 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.

The bidding system has overcome favoritism, furthered the opportunity to realize a career (as the company likes to put it), and protects such a career. No union man should permit himself to be a party to selfish schemes. One of the "Old Bards" once penned these words: "Unto thine own self be true, and as follows the night, the day; thou can'st not then be false to any 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 St. Sure on NLRB hearing witnesses who were on the stand to refute company claims that they were management personnel and should be 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, I have been around here thirty-three years and I have known times when even a superintendent has been denied by the company the authority and duties attributed to a watch engineer during the hearing. It is my belief that I can dig up pretty convincing data on this subject. Do I hear a challenge from anyone?

I do not want to say nasty things or be acrimonious. But it is my feeling that this is a poor way to make a fellow feel that he is building a career. Just another reason for a strong union on the system.

REPORTS FROM THE FIELD

Redwood Unit No. 2

It has been a few weeks since Unit 2 was heard from but you know how it is to write—but this I can say, we are still 100% IBEW and all for One Union on the System.

Intl. Representative Drew attended our last meeting and gave us a report on his trip into San Jose. He said there was a lot of hidden IBEW support and that the employees agree to one union on the system but feel they may lose certain conditions they are now enjoying which the other districts don't have. We wrote them a letter to attend one of their meetings but to date no answer. The employees in this part of the Division can't understand why they should refuse their fellow employees an opportunity to explain why they changed from UWUA to IBEW.

Intl. Representative Hughes attended our meeting and gave us a report on all issues, including the request by the UWUA for additional time to file their briefs, which is another attempt to delay the election we are all so anxiously awaiting.

The following members are on the sick list and we all wish them a speedy recovery: Solomon, Corp, Malchevy, Finney, O'Brien, and Latendorf.

Brothers Woods and Place were elected as delegates to the San Mateo Central Labor Council.

The company's training school was discussed at great lengths, and you can be sure it wasn't all good. This will be discussed at our next meeting with some plans found in other Utilities as a comparison.

Brother Walt Morris won the attendance award of \$3.25 and the rest of us had to be satisfied with the usual doughnuts and coffee.

R. PLACE, Secretary.

Unit 3 Executive Com.

Just how PG&E workers desiring to get off the dues checkoff after June 30th should proceed was referred for clarification to IBEW attorneys through a motion passed by the Executive Board, Unit 3, at their last meeting at 85 South Van Ness Avenue.

Brothers Tiegel, Kennedy, Van Erkelens, Nash, Reno, Riave were present to hear Representative Snyder report on a 30-day time extension to file a brief on the now concluded local NLRB hearings. This time allowance was granted UWUA's attorney, Darwin,

by Washington. Board members were at a loss to qualify this further delaying action.

An invitation to Martinez Unit 1 to attend the next membership meeting of Unit 3, San Francisco, was extended. A delegation from that Bay Area unit is expected at our next meeting.

A motion was made and carried that a committee be set up to hold a special meeting to cover the over-all conditions of PG&E workers. Brother Reno was chosen chairman of this committee.

J. J. DETTMER.

Ukiah Unit No. 5

Progress in organizing continues in the northern part of the North Bay Division. At our meeting of Unit 5 held Wednesday, May 11, in Ukiah, the membership decided that in order to facilitate the extension of organization to other towns in the area, Unit 5 should alternate its meetings between Ukiah and Willits.

Brother Snyder, International Rep. from the San Francisco Division, attended our meeting and gave a report on the NLRB hearing and the stalling tactics used by the UWUA to delay the election date as long as possible.

Brother Ingraham from Lakeport is giving valuable help in the area on organizing.

Meetings are now being held at the IOOF Hall on Standley Street. The next meeting for the unit will be June 8.

Brother Tom Cole of Ukiah suggested that we take a delegation as soon as possible to Fort Bragg and hold a meeting in order to bring the message of the union to that quarter. The membership agreed, so very shortly the gang at Fort Bragg can expect to see a delegation from here.

The business manager and members of IBEW Local 551, which operates in Marin, Sonoma, Mendocino and Lake counties, has advised us that they are ready and willing to assist us with our organizing drive in any way they can whenever we call on them to do so.

We had a bad trouble call the night of our last meeting, taking several employees away, but had a good turnout anyway. Ukiah Unit 5 says: "One Union on the System, and That Union the IBEW is our goal." See you next month.

ROY V. LOBERG,
Secretary.

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