

OAKLAND IBEW UNIT SET UP

SEVERAL BAY AREA IBEW MEETINGS HELD; TURNOUT EXCELLENT

Plan Big Oakland Meeting June 15

The Utility Facts printers took a holiday over the Memorial Day weekend, but not the Local 1324 IBEW organizational campaign.

Three significant IBEW meetings were held during the past two weeks. The new Richmond units met and had a good turnout. The San Francisco unit held an open meeting attended by about 125 PG&E men. An Oakland unit was set up.

The Oakland unit is the seventh IBEW unit now active in the PG&E organizational campaign. It came into being as a result of the pent-up dissatisfaction in the East Bay area with recent UWUA deals which gave away hard-won job bidding rights, and UWUA grievance inaction.

OFFICERS

The following temporary Unit No. 7 officers were elected by about 25 key men from every section of the PG&E in the East Bay: chairman, William Haars; vice-chairman, Pat McFadden; recording secretary, John F. Shea; executive board member, Stephen L. Tingley.

Chairman Haars this week called the attention of Oakland workers to a circular letter recently sent out to members of Oakland UWUA Local 134. In that letter Walter Jordan, Local 134 president, said: "The importance of being present at these meetings (semi-monthly meetings of the local) is well known to all of us, especially at this time when a rival organization is trying to undermine confidence and create confusion among our members."

Chairman Haars observed that the best way for President Jordan to eliminate the confusion he speaks about is for him to open the UWUA local's meetings up to IBEW officials and let the PG&E

SAN FRANCISCO PG&E MEETING HEARS REPORTS ON CONDITIONS

About 125 PG&E workers turned out at an open meeting in the Guerrero Street Labor Temple, arranged by the San Francisco Unit of Local 1324 recently.

William Reno, who chaired the meeting, set its tone as an educational affair when he ruled that lengthy speeches would be out of order. He then proceeded to call upon various IBEW personalities and committee heads for reports on conditions existing in various PG&E departments and the IBEW organizational progress being made in them.

These reports spotlighted two facts. The UWUA has allowed the company to emasculate some sections of the contract PG&E

employees hear both sides of the issues now confronting them.

Haars noted that the Local 1324 IBEW meetings are open to any UWUA official who cares to appear and state the UWUA case to the PG&E workers.

Meanwhile, plans are going forward to ensure a good turnout at the Oakland meeting scheduled for June 15.

The meeting at Richmond was the first under its newly-elected temporary officers, who were enthused with the fine turnout. Several PG&E men who in the past have been respected for their union views were present and participated actively from the floor in the conduct of business and discussions. It was felt by all present that the Richmond unit is going to take its place alongside of the other IBEW units that are in there pitching for One Union on the System.

(See editorial by Ed White, Local 1324 financial secretary, on page 2.)

workers spent years in building up.

The company is taking advantage of UWUA negligence in enforcing the contract and settling grievances by instituting speed-ups in several departments.

IBEW Representative Merrit Snyder was the first man called upon. Snyder welcomed the PG&E workers, explaining that the meeting was open to all regardless of affiliation, that anyone could have the floor, and that questions would be welcomed.

(Continued on page 2)

Food Consumption Up

The average consumption of food by Americans has risen 10 per cent in the last decade, according to the Bureau of Agricultural Economics. The Bureau says that not only has the volume risen but the quality has also advanced. The rise is attributed to the fact that many more men are covered by union contracts and have increased their earning capacity.

IBEW Housing Co-op

Plans for a \$20 million apartment cooperative housing project sponsored jointly by IBEW Local 3 of New York and employer groups in the electrical industry were announced this week. It will be open to the union's 28,500 members and to the general public.

Church Council Speaks

Churches Urge Collective Bargaining in Good Faith

From "LABOR"

One of the nation's largest ecclesiastical organizations—the Federal Council of Churches of Christ of America—this week called for collective bargaining in good faith as the way to industrial peace.

The Council, which speaks for 27 denominations, issued a statement declaring that such bargaining brings industrial relations "more into accord with the will of God."

Harmony has been achieved, the Council pointed out, in industries where employers willingly recognize unions and deal with them fairly.

In such industries, "all but a small fraction of agreements are reached annually without recourse to strikes or lockouts, and operations under contracts are increasingly well-planned and smoothly uneventful," the Council added.

"We emphasize this inadequately publicized record," the church leaders said, "because the public is too often misled to stress the open conflicts in industry and overlook the far larger areas of harmonious relations."

In addition to bargaining in good faith, industrial relations, the council said, should be governed by a sense of responsibility for the public interest, faithful observance of contracts and adequate procedures for settlement of grievances.

Closed shop or union agreements were indorsed, but the council specified that such pacts should include safeguards for the rights of members covered, as well as protection against "possible abuses." It also urged that jurisdictional disputes "can and should be justly resolved without resorting to strikes."

UTILITY FACTS

Official Organ of IBEW
Local 1324



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

Open Meetings

By Ed White, Financial Secretary
of IBEW Local 1324.

I wish to discuss one important part of a letter from Oakland Local 134 UWUA. It was dated May 23 and signed by Mr. Walter Jordan, president of the local.

In the second paragraph of the letter complaint is made about lack of attendance at semi-monthly meetings of the UWUA local. Reference is made to Local 1324's IBEW campaign which the letter says is "trying to undermine confidence and create confusion among our members."

There is no confusion among PG&E workers in the East Bay, North Bay, San Jose and San Francisco divisions who have been attending IBEW meetings. The workers in these divisions belonging to or partial to the IBEW constitute an IBEW majority in the physical bargaining unit.

However, if Mr Jordan's contention that there is confusion among the workers in the Oakland district is true, then open discussion is the best way to clear up such confusion.

Local 1324 IBEW will hold an open meeting for East Bay employees in Oakland on June 15, 1949, at 1918 Grove street at 8:00 p. m. All PG&E employees in the district are invited. So are the officers of Local 134.

The IBEW meeting will be open to a debate on all issues. Let this meeting be an example of free speech. Let it be an end to the kind of confusion, Mr. Jordan says exists among his UWUA cohorts.

Union Show on Road

Organized labor's big annual exposition, the "Union Industries Show" sponsored by the AFL's Union Label Trades Department, wound up in Cleveland last week after playing to an audience of several hundred thousand Clevelanders.

The show also was telecast to thousands in the East.

Colored movies of the event will be sent to Germany to aid the government's campaign to win over the German people from Communism and show the achievements made possible by labor-management cooperation.

The show will go on the road.

SAN FRANCISCO PG&E MEETING

(Continued from Page 1)

UWUA DOES NOTHING

Ed Hanlon, who followed Snyder, remarked on the way the rights of workers in his department were being ignored because of the UWUA deal with the company which eliminated job bidding in the steam plants for certain jobs. He said that the company was now handing out jobs regardless of seniority. He deplored the fact that the UWUA was doing nothing to protect workers in their basic union rights.

Bill Kennedy noted that the meter readers were all partial to the IBEW. He said that there had been pressure from the company during the past six months for speeding up operations. He said that men in the department were disturbed by company efforts to arbitrarily lay off men on the uncorroborated complaint of customers. One employee with 20 years of service was laid off through such a complaint and only the fact that the IBEW men in the department stuck together and raised hob about it got him back to work.

SPEED-UP

Jesse Nash of the Gas Gang reported that in his section there had been demotions, transfers and intimidation apparently designed to discourage IBEW organization. The transfers had boomeranged, however, for they permitted contacts to be made which otherwise could not have been made. Jesse also reported that the speed-up had hit the gas gangs, too, and he believed that the UWUA negligence with grievance settlement was responsible. Most of the gas gang men are IBEW.

Les Glasson from Operations reviewed the past briefly and noted that in the 10 years from 1923 to 1933 when there was no union on the system there had not been a raise. When the men organized in 1933 they got an immediate \$5 raise throughout the system. He said that the gains won over the years and incorporated into the present contract should be protected. He said that the UWUA was lax in enforcing the contract. He also noted that most of the men active in the UWUA were Johnny-come-latelys in union work and union ideals. He urged the newcomers on the system to stick with their fellow-workers to protect the gains won in past years.

WANTS ACTION

Henry Vanerkelens saw all of the gains of recent years threatened by by-passing of the bidding system in the steam plants. He said such by-passing should be stopped. He said that where it formerly was normal for 30 or 40 jobs to be up on the board for bids, since the UWUA deal with the company on bidding, only about 10 jobs for all plants were now on the boards.

Lennie Rieves reported on an

accident on a Market Street job that sent three men to the hospital when a switch was thrown before usual safety procedure was followed. He said that the speed-up was responsible.

Joe O'Rourke, who is the ex-president of the San Francisco UWUA local, reported that the Gas Meter department is 100 per cent IBEW. Because it is, he said, there were no grievances in the department and things were going along very smoothly there.

WANT ONE UNION

Howard Lynch, of the garage, said that a selling job was necessary before the IBEW could claim 100 per cent in that department. However, he said, the men want one union on the system.

Brother Petty of the Overhead department in Concord said that the men in his district were IBEW and that there are no grievances there because they are sticking together and would stand for no nonsense.

Tommy McKay of Redwood City said that there was plenty of pressure from the company in that district on men who had joined the IBEW. He said that there were grievances but that the company would not talk about them.

Brother Hanlin of the Grievance Committee urged all men to file their grievances with the grievance committees. He said that they would be used at the negotiation table after the IBEW wins the coming NLRB election.

INVITE UWUA

He also stated that efforts to get the grievances settled would be continued. He said that if the company would not deal with the IBEW grievance committees, they would be glad to have the UWUA step up and settle all recorded grievances.

Brother Evans reported that the company was violating the contract by insisting in some cases on apprentices passing a welding test. The contract states that only journeymen must pass such a test.

One delegate urged that on the sunny days ahead before the NLRB election, that men from all areas journey down to San Jose and tell the PG&E workers down there the IBEW story.

Matt Tobriner, IBEW Local 1324 attorney, addressed the membership. He found it strange that the company had changed its position on unionism since the IBEW started its One Union on the System campaign. The company once stated that it would like to see one union. Now it is fighting the IBEW effort to accomplish that objective. Tobriner also reviewed the legal aspects of the IBEW's campaign.

Rep. Merritt Snyder predicted that the NLRB elections will be held on the system sometime in July.

IBEW Cites Phone Worker Revolt

From "Labor," official publication of Railroad Brotherhoods.

A revolt of telephone workers all over the country against being "forced into" the CIO was reported by the International Brotherhood of Electrical Workers.

This development followed an announcement by the Communications Workers of America, an independent union claiming to represent over 200,000 'phone employes, that its members voted "two to one" for CIO affiliation.

"Judging from information pouring into our headquarters here, the two-to-one figure sounds completely phony," the IBEW declared.

"From dozens of areas we have received word that the vote locally went against joining the CIO. Right here in the nation's capital the count was overwhelmingly against affiliation. In many areas, the opposition rolled up majorities of over two to one.

LOCALS TURN TO IBEW

"These locals have made inquiries of us about coming in under the banner of the IBEW. They're dead set against being dragooned into the CIO, and we shall do all we can to make legitimate AFL unionism available to them."

Just about the best evidence that the referendum was "doctored," the Electrical Workers said, can be found in the fact that C.W.A. officials announced only national totals and refused to issue any tabulation of how the local divisions voted.

"Such a tabulation would have made it possible to check the accuracy of the purported vote," the Brotherhood stressed.

ELECTION "CUT AND DRIED"

"We knew the whole referendum was cut and dried, and that's why we refused to permit our name to go on the ballot. We wanted no part of such a hoax—and LABOR so reported us as saying a month ago.

"National officers of the Communications Workers made a deal in advance to deliver their members over to the CIO. They controlled the referendum machinery, they counted the ballots and they announced the results. Thus, they were in a position to rig the election as they pleased.

"The reason they made the deal with the CIO is obvious. The C.W.A.'s own executive board, in a report sent to local divisions last September, showed the organization to be deeply in debt—and in fact, bankrupt. Thus, what the leaders wanted was to be bailed out by the CIO so their salaries would go on. We refused to enter into such deals."

Table Shows 15,677 Gas Men in 85 Companies Represented by IBEW

In the past in the Newscaster and in the "Light" edition of the CIO News, and in dodgers, the UWUA has tried to create an impression with workers on the PG&E system that the IBEW does not represent utility gas department employees.

The UWUA implication has been that IBEW does not want these workers, that is, not qualified to represent them, that the gas workers had no confidence in the IBEW

UTILITY COMPANIES WHICH HAVE IBEW AGREEMENTS COVERING GAS EMPLOYEES

NOTE: Where Local Union Numbers are bracketed together they are jointly party to the same agreement with the Utility Company.

Operating Utility Co.	Locality Served	No. of Gas Employees
Allentown-Bethlehem Gas Co.	Allentown, Bethlehem and Easton, Pa.	389
Arizona Edison Co.	Yuma, Bisbee, Miami, Ariz. and surrounding area	19
Arizona Power Co.	Prescott, Ariz.	10
California-Pacific Utilities	LaGrande, Ore.	85
Central Arizona Light & Power Co.	Phoenix, Ariz.	467
Central Electric & Gas Co.	(1) Woonsocket, Philip and Kadota, S. D., (2) Lincoln Nebr.	425
Central Hudson Gas & Electric Co.	Poughkeepsie, N. Y.	149
Central Illinois Electric & Gas Co.	(1) Lincoln and Freeport, Ill., (2) Rockford, Ill.	199
Central Illinois Light Co.	Peoria, Springfield and Pekin, Ill.	315
Central Illinois Public Service Co.	Quincy, Matton, Canton, Ill., and surrounding area	none
Central New York Power Corporation	Syracuse, Utica, Oswego, Watertown, N. Y., and surrounding area	877
Central States Electric Company	Iowa Falls, Iowa	75
Cheyenne Light, Fuel & Power Co.	Cheyenne, Wyo.	41
Citizens Utilities Co.	Nozales, Ariz.	none
City Gas Co. of New Jersey	Flemington, N. J.	13
City Gas Co. of Phillipsburg	Phillipsburg, N. J.	23
Connecticut Light & Power Co.	Waterbury, Norwalk, Danielson & Thompsonville, Conn.	none
Connecticut Power Co.	(1) Stamford, Conn., (2) New London, Torrington and Darien, Conn.	503
Delaware Power & Light Company	Wilmington, Del	201
Duke Power Company	Burlington, Greensboro, High Point, Winston Salem, and Charlotte, N. C., and Greenville, S. C.	405
Eastern Shore Public Service Co. of Maryland	Salisbury and Cambridge, Md.	10
Equitable Gas Co.	Clerical employes at Pittsburgh, Pa.	none
Florida Power & Light	Miami, Daytona Beach, Lakeland and Palatka, Fla.	125
Frontier Power Co.	Trinidad, Colo.	3
Georgia Power Co.	Columbus, Ga.	52
Gulf Power Co.	Pensacola & Warrington, Fla.	55
Hilo Gas Co.	Hilo, Territory of Hawaii	32
Illinois Northern Utilities Co.	Dixon, Ill., and vicinity	116
Illinois Power Co.	(1) LaSalle, Galesburg, Champaigne, Decatur, Danville, Bloomington, Jacksonville, Ill., and surrounding area, (2) Belleville, Granite City, Mt. Vernon, Ill., and vicinity	473
Interstate Power Co. of Dubuque	Albert Lea, Minn., and Clinton, Iowa	23
Iowa Electric Light & Power Co.	Boone, Ames, Jefferson, Marshalltown, Iowa, and surrounding area	109

(Due to limited space, the balance of table containing 54 firms will appear next week.)

as a bargaining agent for their type of work.


This implication is effectively blasted in the following table prepared from the "Directory of Electric and Gas Utilities in the United States, 1948," which was published by the Federal Power Commission, Washington, D. C. It shows that in the 85 companies listed the IBEW represents 15,677 gas employees. Where the prefix est. is used it means that the figure is estimated:

MANAGEMENT ITSELF REFUTES UWUA CRAFT BOGEY

The letter below from J. C. Boyle, general manager of the California-Oregon Power Company, definitely refutes UWUA charges that the IBEW segregates utility employees into craft unions. The communication speaks for itself.

However, if this is not enough, the IBEW has a standing offer of \$1,000 to any person, union or otherwise, who can prove that the IBEW segregates utility employees into craft unions.

THE CALIFORNIA OREGON POWER COMPANY



MEDFORD, OREGON
May 23, 1949

Mr. L. G. Glasson, President
Local Union No. 1324, I.B.E.W.
1017 Stanyan Street
San Francisco, California

Dear Mr. Glasson:

Recently Mr. Charles W. Crary, Business Manager of I.B.E.W. Local Union No. 659, indicated that you would like to have some expression from our company regarding our union contractual relations.

Our agreement covers line, operating, garage, meter, production, water, stores and miscellaneous departments, and has covered these departments since 1937. The administration of the contents of our agreements with the I.B.E.W. have been under my supervision.

To my knowledge, there has never been any indication of interest in segregating our employes into craft unions, and there has been no attempt to segregate the employes covered by our agreement into units which might come under other A. F. of L. affiliates.

I believe that the method now employed, of classifying all of our employes under one agreement, is by far the most satisfactory method to use for the benefit of all concerned.

Very truly yours,
J. C. Boyle
J. C. Boyle
Vice President & General Manager

JCB:KA
cc CWCrary
CFHughes, Oakland

UWUA CLAIMS MEETINGS BEING HELD REGULARLY

Minutes of the UWUA Joint Council read good. After Local 1324 officials perused them this week, they wondered if they are written for the benefit of officials only. Certainly the PG&E workers in areas where various gains are claimed will know that there are some far-fetched contentions in the minutes. Sometimes a union can be pardoned for being overly partial to its own cause on its publications. But the minutes are supposed to affect the true state of affairs of every union.

CLAIMS

The Joint Council minutes say that "Local meetings are being held in Cotati, Rodeo, Belmont, Petaluma, San Jose, Oakland, and San Francisco by all eight CIO locals.

Local 1324 officials had not heard about most of these meetings. They would like to know when and where they were held. When and where they will be held in the

future. So would PG&E employees in most of the areas mentioned.

Of course, it was pointed out, they may have held secret meetings of the kind Mr. Shedlock attempted to hold in Oleum recently, with only a select group invited. The UWUA officials seem to be afraid of open meetings, where questions can be asked and issues discussed.

REPORTS

The minutes say that brother John Linn reports great progress in the Redwood City district. It is claimed that many pledges have been received, and that three meetings were held. But the report tips off the true state of affairs in the Redwood City territory, where the IBEW holds regular, well attended meetings, when it says that "there is plenty of evidence that (Redwood City) Local 137 will soon be fully active once again."

Just how "soon" the report does not say.

Men Behind 'Facts' Reflect Worker View Oleum Fiasco —

In letter from Ukiah by Milt Ingraham, who is one of the many enthusiastic IBEW supporters in that district, to Ed White, Local 1324 financial secretary, Ingraham reports that Utility Facts is thoroughly read by most of the PG&E employees whom he sees on his rounds.

Many of these employees, he said, have expressed an interest in how the paper is got out each week. In other words, who are the men behind the facts?

Utility Facts is edited by International Rep. C. P. Hughes, one-time utilityman (10 years) and International representative of the IBEW who has specialized in union utility problems in Alaska, the West Coast, and in the East.

WANTS FACT

"Chuck's insistence upon facts in the presentation of news in Utility Facts has resulted on many occasions of publication of bad news along with the good. Even items appearing in the daily press which often seem to be authentic good news are checked at their source before being used in Utility Facts.

This approach, while unique to some labor organizations, stems from national IBEW policy.

Hughes' well-grounded background in basic unionism, acquired through long association with the IBEW way of doing things, plus his remarkable memory and knowledge of current conditions in the utility field throughout the country, stand him in good stead as editor of Utility Facts.

IN THE "ACT"

The news which goes into the paper comes from scores of sources. Some is garnered from letters written in to the paper or to Hughes from IBEW utility men all over the country. Some comes from letters, and there are many, from PG&E employees. And some comes from the IBEW International reps and the Local 1324 officials who are actively engaged in the PG&E IBEW campaign.

Merritt Snyder, IBEW International representative, with offices in San Francisco, is one of these. He is assisted by an able group of PG&E employees in San Francisco Unit No. 3 who are extremely news-minded and do not miss many publicity bets.

Larry Drew is another International Rep whose organizational and East Bay districts turns up a lot of information of interest to PG&E workers.

EDITING

Ed White, who has been 27 years with the PG&E, whose reputation and integrity is well-known to PG&E oldtimers and youngsters alike, and who spends most of his spare time in the field for the IBEW, is another valuable and dependable source of news.

Reports From the Field

Unit 4, Santa Rosa

International Representative Merritt Snyder and Brother Ed White attended our meeting held May 18.

Brother Snyder reported on the conclusion of the NLRB hearings, and the UWUA-CIO stalling in connection with them. The latest stall was the UWUA action by Attorney Darwin of asking and getting 30 additional days for filing briefs with the NLRB. However, the case will have to go to the NLRB without any more UWUA delays after 30 days.

Brother Snyder also informed the membership about progress being made on dues checkoff. He pointed out that the most important matter before the membership is organization work.

Brother White gave a detailed report concerning IBEW's progress in the Willits, Ukiah, Fort Bragg and Lakeport areas.

A welcome visitor was B. M. Geller of Local 551, Santa Rosa. Brother Geller pledged the support of his union for the IBEW campaign in his area.

He also explained some of the advantages of the Unit system, which has been found very satisfactory by the membership of Local 551. He noted that the Local has made important wage, hour and condition gains in the past several months operating under the Unit set-up.

There was a general discussion of strategy to be followed in the area and plans were laid for further expansion of the Unit 4 organizational program. The next meeting will be held on June 15, 1949. Remember, Bridge the PG&E With the IBEW. Fraternally yours,

DEAN BEAN, Rec. Secy.

So is L. G. Glasson and most of the other Local and unit officers.

The job of arranging and boiling down all of the varied material from these sources falls to a news writer experienced in daily, weekly and labor press practices; a man with a union card background c many years.

These, then, are the men behind Utility Facts. Their personalities and characters are as varied and dependable as that of the average PG&E employee himself. Their aspirations are those of the PG&E employee himself. Utility Facts endeavors seriously to reflect those aspirations.

Workers Get Pay Raise

Electrical Workers in Local 465, San Diego, got a 10 cents an hour raise effective May 1. One hundred and fifty employees are involved.

NO ONE SHOWED UP BUT THE CAT; IT WOULDN'T ATTEND EITHER

Maybe it was an omen. When the doors of the Odd Fellows Hall in Oleum were thrown open just before 8 p.m. on May 20 for a surreptitiously scheduled UWUA Meeting, a black cat was the only one on the scene.

Inside were the UWUA's Shedlock and Agers, who termed themselves "administrators" in the call letter which went out to a selected group of PG&E workers in the area. There was one other UWUA man with them, who was unidentified and not an employee from the area.

NO ONE SHOWS

Aside from them, there was not another soul in the meeting hall. It must have been very lonesome, indeed, up there. The black cat looked lonesome, too. It sat there in the doorway for a bit, listening to the chatter of the three upstairs, then turned disdainfully away. Like some 360 PG&E employees in the jurisdiction of the old UWUA Local 169, it wanted no part of the Shedlock-called meeting.

In fact, most of the PG&E workers in the district were mad to learn that they had been singled out and included on the select mailing list apparently secured from the company for the purpose of setting up a new UWUA local.

The "hush, hush" letter ended with this appeal: "Let's get temporary officers elected. Let's get money into your treasury, let's get together Friday night for a bigger, better, and stronger Local 169."

SELECT LIST

The money angle was the tip-off. The limited number of letters which went out to employees indicated that Shedlock and Agers wanted only PG&E men of theirs and the company's choosing at the meeting. When a treasurer was elected, the local would then be in a position to receive dues being checked off by the company from IBEW members if the San Francisco Superior Court should order it. The checked-off dues are now in the Superior Court's hands pending decision on a plan for distributing them.

Shedlock and Agers got no quorum. They elected no treasurer. There were 11 IBEW members nearby on the night of the scheduled UWUA meeting, waiting for

a bid, as PG&E employees, to attend Shedlock's meeting. They got no bid. If they had they would undoubtedly have told him and Agers what they thought about the sincerity of union officials who devise plans for use of dues monies not rightfully theirs.

And they would like to find that black cat and hang a medal around its neck.

IBEW Still Pressing For Grievance Action

The following letter from Intl. Rep. C. P. Hughes was addressed this week to PG&E Personnel Director Nevraumont:

"Enclosed are copies of grievances that have been processed by the IBEW affecting its members. These grievances as you will note have been processed in accordance with the contract, but due to the Company's attitude that they will not recognize the IBEW due to the contract claimed to be valid with the UWUA, no action on behalf of representatives of Management has been taken.

"These are all legitimate grievances for which we not only desire, but insist that proper hearings be held for their disposal.

"In sending the grievances to your office it is our sincere hope that you as Personnel Manager will put aside the fact you claim that a contract with the UWUA prevents you meeting with the IBEW and place the well-being for future harmonious relations of employees with PG&E first.

"There are many more grievances on the properties than the ones enclosed and as soon as they are put in writing and taken through the proper steps, they too will be referred to your office.

"In following this policy we are not attempting to be arbitrary, but rather helpful in assisting in the elimination of unrest amongst the employees of the PG&E due to the failure of the UWUA to properly enforce the conditions of the contract that have been established on the property for several years.

"Hoping for an early reply, I remain

Sincerely yours,

/s/ C. P. HUGHES."

Sec. 562, P.L.&R.
U. S. POSTAGE
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Oakland, Calif.
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