SAN FRANCISCO UNIONIST URGES
ALL AFL WORKERS SUPPORT PG&E

(The following story appeared last week in Organized Labor, San Francisco AFL paper.)

In an interview this week with Organized Labor, Charles Foehn, business manager of San Francisco Local 6 (IBEW), who represents Bay Area IBEW unions on the International Executive Council, urged all of the paper's AFL readers to aid in every way possible the fast developing IBEW organizational campaign among Bay Area PG&E workers.

MESSAGE

"Wherever you come in contact with PG&E on construction work or in industrial plants, the IBEW will represent utility workers. The Unit system also permits concerted action on matters of mutual interest, which all workers in all branches of the utility will benefit from. And yet permits local groups to have their own dictates as to the wage structure prevailing on the PG&E system. PG&E is further evidence that the Fisher dominated union will go to any lengths to prevent a fair and impartial decision on affiliation being taken by the employees regardless of the nature of their management."

San Francisco Local 6 accepts as members and serves all classifications incidental to the electrical industry, as does Local 1324 in the PG&E.

This fits into the national program of the IBEW under which all workers in all branches of the industry are covered. Such wide coverage enables the IBEW to give its membership services not equalled by any other organization.

The earliest American habitations, aside from caves, are pit dwellings dating from the earlier centuries of the Christian era.

Australia has one farm of 260,000 acres with 30,000 acres of it under cultivation.

CHARLES FOEHN

U.S. Population Climbs, 148,527,000 on April 1

Washington—The population of the United States reached a new record high of 148,527,000 on April 1, the Census Bureau estimated. That reflected a growth of 380,000 during the first three months of this year. The same growth was recorded in the first three months of 1948.

The term phosphor is applied to various materials that will absorb invisible ultraviolet radiation and convert it into visible light.

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Card Refutes UWUA "Check-Off" Letter

Right on the heels of a card last week from Superior Judge Shapiro to PG&E employees which will permit them to indicate whether they wished to have the dues checked-off if their paychecks for UWUA stopped, the UWUA sent out a letter to the employees informing that only those who had resigned their UWUA memberships could indicate that they wanted the dues check-off stopped.

Of course this was not correct. Local 1324 IBEW officials immediately got a card into the mails explaining that it was not necessary to formally withdraw from UWUA to revoke the check-off authorization which employees may have signed.

Judge Shapiro's effort to get the employee's own dictate as to whether he wanted his dues turned over to the UWUA would obviously have no strings attached to it.

The UWUA letter, apparently designed to confuse PG&E employees, is further evidence that the Fisher dominated union will go to any lengths to prevent a fair and impartial decision on affiliation being taken by the PG&E employees.
SEE THREAT OF "BLACKBALL" IN PG&E EMPLOYEE QUESTIONNAIRE

"Dear Fellow Employee of the Pacific Gas and Electric Company:

"We are passing around this questionnaire for your week end or your fellow-workers to fill out. In that questionnaire we are trying to find out all we can about you, personally. If your views are to the company's liking, if you agree with everything your superiors tell you, and if you believe in the union we want you to believe in, maybe we'll promote you some day.

"Promote you, that is, if your score on this questionnaire is 110 per cent.

"PERSONNEL DEPARTMENT FOR EMPLOYEES SECRET RECORDS"

If, as an employee of the PG&E, you got the above letter accompanying a questionnaire, provide for the sort of information indicated, you would naturally be hopping mad.

Yet many PG&E employees recently got a questionnaire from L. J. Nevaumont. The PG&E personnel department evidently designed to serve some of the purposes made obvious in the above quotation.

In a form letter which accompanied that questionnaire the first sentence was the tip-off as to how it was to be used: "You are being asked to fill out this report in order to establish a record of the employees of the Personnel Department to secure the best possible information regarding the abilities of the employees of this company...."

The reports were not for securing information about the person filling them out but for securing that person's personal opinion about the co-workers. "Be fair to the individual (whom you are reporting) and to the individual (about whom you are reporting) and the Company, by presenting your unbiased personal opinion about your co-worker," the form letter admonished.

It is easy to see how the PG&E personnel department could use a file of the personal information sought for against the interest of PG&E employees. The unions have long been against such prying into the personal lives of workers.

Such personnel policies are a modern method of putting into practice the discredited "blackball" system under which employees once known to be union-minded were barred throughout whole regions and industries from employment once they were discharged.

Further evidence of the vicious nature of the Nevaumont letter is contained in the instructions it gives:

"These reports are absolutely confidential. To insure this, please observe the following:

(a) Do not mail the report where others might see it.
(b) It is your OPINION that is wanted; therefore, do not discuss the subject with others.
(c) Do not fill in the 'name' and 'position' of the individual on the report until just before you send the report in.
(d) Seal the report in the envelope furnished and send it to me (Nevaumont) direct through company mail."

"The above letter then asks that you be "specific, give examples or incidents to back up your opinions, (about your co-worker) tell your reasons for your opinions, and give as complete a picture of the individual as possible."

The personnel departments of large corporations which follow practices similar to those indicated above do so for a number of undemocratic reasons. Some of them:

To gain employee support for company policies unpopular with its employees. (Example: At the Ford Dearborn plant a few years ago the very fact that an employee had signed statements about his co-workers was used as a threat because of possible exposure as a stooge-pigeon to get additional cooperation with the company against the union trying to organize there.)

To gain information which may be used against union men in line promotion through seniority.

To gain personal information which may be used to embarrass employees attempting to represent their co-workers in grievances and other matters.

To gain information about the economic status of employees for the purpose of beating down wage rates.

There are many more reasons why company prying is not in the interest of the employee. Enough have been mentioned here to show that such practices are undemocratic and should be stopped forthwith.

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ED WHITE, Financial Secy.
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What About Clerical Workers?

Recently Utility Facts published a list of the utilities throughout the country where the IBEW represented the gas department employees. The list was published to refute UWUA insinuations that the IBEW did not want to represent these utility workers or that their insinuations were subjugated to those of other classifications.

Since publication we have heard from the UWUA that there was a sufficient number of names from the four divisions to meet the requirements of the National Labor Relations Board.

If the UWUA's information is true, the only possible reason for not publishing a list of the utilities throughout the country where the IBEW represented the gas department employees is in East Bay alone.

Four Bay Divisions to meet the requirements of the National Labor Relations Board for an election the clerical employees would have to include a sufficient number of names from these utilities.
EMPLOYEE WRITES ARTICLE ON "ONE UNION"

For the past several years two labor organizations have represented the employees of P. G. & E. in collective bargaining for wages, hours and working conditions. The methods of operating or negotiating their demands for improvement are as different as day and night. The Company knowing this and being staffed with a highly competent group of men well advised to collective bargaining took advantage of this situation in some cases the arbiatrably through their advantage the opportunities left open to them due to the two different labor organizations on the property representing their employees.

BLAME EACH OTHER

During this period of several years the memberships of each organization attempted to make the most gains possible during the course of their yearly negotiations. With two organizations on the property this is proper with the thought that in the future the employees would get an opportunity to make a selection of one organization to represent all employees throughout the system. In order to maintain their popularity it was necessary to lay the blame for failure to obtain the full demands in negotiations on the other party. As I look back, this lay the blame on the employees in another division for accepting results of their negotiations with the Company or wanting the Company to improve the system is very doubtful but also knowing if you don't get them the blame can be laid at the door of your opposition. Yes, I mean opposition, not the system which is always there. It is not the labor organization representing employees like you and I but due to geographical boundaries, in another union.

Both labor organizations have possibly made mistakes but the record of five years of negotiation by the associations establishes the system we worked. In this way the conditions would be uniform, wages and hours the same for all employees if we were all under one agreement which would give us a grievance. It wouldn't be necessary for me to contact my steward and say this is the way I handled it in the last division I worked, but what do I do now?

Now the matter of pensions and hospitalization, which is very important and vitally affects us all, regardless of where we may work on the System. The Company making this change in either may not be acceptable to the majority of employees but I doubt if for the employees from the IBEW Division have ever considered these in the CIO Divisions. The talk that I hear on the job is that the Company could do more and better but until they have One Organization how can we present a plan that is acceptable to all employees and support them in negotiations? Again the thing that prevents this from coming about is the Two Organizations on the property. To through One Organization we could at least, as employees, be of one united thought.

Another important point, which as you all know, can happen as it serves on the membership of Local 1245 and that with the exception of the Two Organizations on the property decided to take a strike vote and as a result a strike was called. Even though we would not break the strike of the other organization we would not be in the same position we would be having an opportunity to vote, one way or the other. If the Company was successful in replacing the men who struck or enough men stayed on the job with help of some supervisors were able to keep the plant running, what would be the effect of the other union?

UNION BUSTING POTENTIAL

They have a contract with a no-strike clause which prevents them from taking any action, even though they might want to. This would be one beautiful way of breaking an organization because the Company wouldn't care how it would be done but under our present system if one organization carried out a no-strike vote and the other, due to the contract, now picture it as One Organization where all employees participate in a vote or action of this nature and you know the answer. It wouldn't be necessary because where all employees are united together bargaining strength is as strong as the Company's problems are settled across the table without the necessity of resorting to economic pressure.

One other point which I believe can't be overlooked and that is the kind of service I can receive from One Organization on the System. I have noticed that the IBEW has several full-time paid representatives of a couple of CIO locals, the membership is serviced by a member who is also employed by the Company. I am not saying the member is not good, but it is a job that has to be done by one who does not depend on the P. G. & E. for his livelihood. I am under the impression that when you join a union you expect that union through elected full-time officials to handle your problems. The dues paying member of both organizations but bargaining strength can't understand how one labor organization can cover its entire jurisdiction once each month with paid representatives and the other can't. If we unite all employees under One Organization we would be the same as the Company, namely, by employees elected by us to devote their full time to handling our problems which their is no question in my mind would bring better results and better understanding.

TOO MANY LOCALS

There exists a problem on the property of the P. G. & E. eight local unions under the CIO, all signed to an agreement. Each local has the power to change the sections of this agreement without contacting the others (the recent change in bidding system by San Francisco, Local 133) which organization deserved the credit for our present conditions, dis-
Reports from the Field

**Martinez Unit No. 1**

Had a good turnout, as usual, for our weekly IBEW Rep. Merrit Snyder visited us and urged everyone to sign the dues revocation cards and mail them back to Local 1324 offices. Brother Snyder also gave us a bang-up report on the fine progress being made in the Oakland district and everywhere else on the system in the One Union drive.

JOHN DAVE, Secretary

Redwood City Unit 2

There is never a dull meeting of our Redwood Unit. The last regular meeting was no exception. Plenty of the members were on their feet taking part in discussions of the many vital matters affecting us right now.

We have affiliated with the big, San Mateo county AFL council and henceforth will have the active support of that body in all matters affecting the welfare of our unit and the organizational campaign as a whole.

Robert Woods and Russell Place were chosen as our delegates to the council.

R. PLACE, Secretary

**Santa Rosa Unit No. 4**

Our regular meeting was held on the 16th. Reports from the members present indicate that the PG&E workers in this district are going to roll up a big IBEW vote when the election is held.

Brother Merrit Snyder, IBEW representative who is assisting the IBEW campaign in San Francisco, was present and gave us an encouraging report on the progress being made by the newly set up Rich- mond Unit. He advised everyone to keep up the fine organization work being done and said that every effort should be made to maintain the sentiment of the other Local 1324 area units plus the officers of the other seven units plus the officers of the local 1324 was held Thursday, June 16th in our San Francisco office.

The meeting was turned over to the discussion and formulating of an economic program for 1324, to be acted upon by the members in the regular unit meetings and then reported in Utility Facts for the information of all PG&E employees.

This program is not being drawn up for the purpose of propaganda as the IBEW will not put out any regulations or get out.