

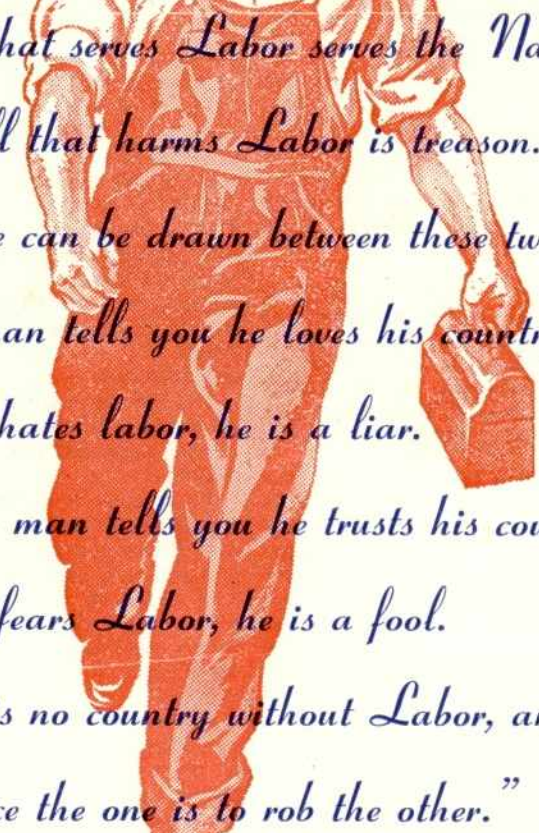


Labor Day — 1949



PREAMBLE To the Constitution

The objects of the International Brotherhood of Electrical Workers are to organize all of the electrical workers into local unions, to develop and maintain a higher standard of skill, to encourage the formation of schools of instruction for teaching the practical application of electricity and for trade education in general, to promote reasonable methods of work, to cultivate feelings of friendship among those of our craft, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents in the interest of a higher standard of citizenship.



*"All that serves Labor serves the Nation.
All that harms Labor is treason.
No line can be drawn between these two.
If a man tells you he loves his country,
yet hates labor, he is a liar.
If any man tells you he trusts his country,
yet fears Labor, he is a fool.
There is no country without Labor, and to
fleece the one is to rob the other."*

Abraham Lincoln.

UTILITY FACTS

Official Organ of IBEW
Local 1324



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

**This Labor Day
Special Edition**

Labor newspapers traditionally attempt to mark the holiday with special editions dedicated to the principles of good unionism and better things for the working man.

Though handicapped by a limitation on size, Utility Facts has attempted to carry on the spirit of the Day in the traditional fashion.

Its editors have attempted to use this occasion to advance the cause of good unionism in the four PG&E Bay divisions by making this issue one of education of IBEW advantages and progressiveness.

In attempting this a lot of copy flowed into Local 1324 offices. The copy came not only from Local 1324 members and officials, but from IBEW officials both near and far.

Copy was written especially for this issue not only by IBEW executives from the Pacific Coast area but from the two top executives of the IBEW who make Washington, D. C. their headquarters—President Dan Tracy and Secretary Scott Milne.

It has been stated before in Utility Facts that the full resources and offices of the great IBEW nationwide organization are behind the "One Organization on the PG&E System" campaign being carried on by members of IBEW Local 1324.

Evidence of the sincerity of that statement may be had by the most casual reader of this issue of Utility Facts. The personal messages herein from IBEW officials is the best evidence one could want that the whole IBEW organization is interested in the problems of the PG&E worker and will do what they can now and in the future towards a constructive solution of those problems.

More than enough coffee is used daily in the United States to give every man, woman and child at least two cups.

* * *

Aluminum wool is used for cleaning aluminum surfaces, and also for filters in air-conditioning units because it is rust-resistant.

Want No More Quick Deals

PG&E employees in the four Bay divisions will view with alarm the UWUA announcement in a recent bulletin that meetings are to be held soon for discussion of provisions and wage demands for a 1950 contract.

To officials of IBEW Local 1324 and to many PG&E employees that seems like a very presumptuous decision, for several reasons.

The first one is that the UWUA no longer represents a majority of the employees in the Bay divisions which it seeks to bind to a contract. With an election pending to determine the bargaining representative, it would seem that the UWUA officials are a bit hasty.

RESPONSE NIL

Second, the UWUA has gotten such a poor response and turnout from the employees in membership meetings held recently that any program worked out certainly would not represent any majority thinking of the employees.

Third, the IBEW would like to point out that the PG&E employees would certainly get small benefit from a new UWUA contract. The UWUA has not only not enforced the provisions of the present one but have in some cases negotiated away vital sections of it.

The present contract runs out on January 1, 1950. It is still a long time to the expiration date. The rush to get a new one signed indicates a desire on the part of UWUA leaders to further gum up the security and economic well-being of the Bay Division employees while the legal reins are still in their (the UWUA leaders) hands.

QUESTIONS

The UWUA contract move brings up some pertinent questions:

Who approved the present contract?

The answer to that one is a matter of record. With UWUA President Fisher in town directing things personally, a notice was posted at 2:00 p.m., on a UWUA bulletin board in San Francisco announcing that a meeting was to be held that same night to act upon the quickie contract.

Six hours notice to the PG&E employees on such a vital matter! If there were any other notices posted in other areas this publication was not advised of the matter. Only 20 showed up besides Mr. Fisher. He planned it that way. Nearly half of those were local and national officers.

This handful of UWUA cohorts of UWUA President Fisher approved a contract written to cover 5,000 employees!

Would the same sort of a group write and approve the 1950 contract for those 5,000 employees?

Records also show that of the twenty present, only 12 voted for adoption of the contract. Half of those twelve were local and national officers of the UWUA. The other eight members present refused to vote on the document handed to them by the national officers.

The foregoing facts are further proof of the oft-repeated Utility Facts statement that UWUA top level interference with the destiny and autonomy of Bay Division employees originates in the Eastern seat of UWUA authority.

The Brotherhood of Consolidated Edison Employees' union boss, UWUA President Fisher, negotiated the present UWUA contract and then thoughtfully took the trouble to approve of it also.

Who would formulate the new UWUA contract provisions?

Who would negotiate a 1950 contract?

Who would approve it?

We'd just like to know and so would some 5,000 PG&E employees.

"The Beefer"

There's one in every local—
You know the type we mean;
The guy who's always beefin'
But at meetings never seen.

He's always launching rumors,
And he always thinks it best
To stay away and not come up
To get it off his chest.

He puts the union on the pan,
It never does what's right,
But when we hold a meeting
This bird is not in sight.

We all admit his right to grouse,
That's only just and fair,
But, the place is at the meeting,
So, bub, why not BE there?

He who receives a good turn
should never forget it; he who does
one should never remember it—
Charron.

Know the Facts! Here's WHERE and WHEN to ATTEND MEETINGS

1324 EXECUTIVE BOARD — 3rd
Thursday of each month, 8:00 p.m., 85 So. Van Ness, S.F.

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.

UNIT No. 6—RICHMOND
2nd Thursday, 8 p.m.
257-5th Street, Richmond.

UNIT No. 7—OAKLAND
1st Wednesday, 8 p.m.
1918 Grove Street, Oakland.

Local Union and Unit Officers

- LOCAL 1324**
L. G. GLASSON President
M. A. WALTERS Vice-President
FRANK MERCER Recording Secretary
ED WHITE Financial Secretary
DONALD HARDIE Treasurer
B. E. LIEBSCHER, EMIL HINTZ, ALBERT TIEGEL, JEROME WOERNER
WILLIAM TOWE, KARL J. ADKINS & WILLIAM HAARS Executive Board
- UNIT No. 1—MARTINEZ**
B. E. LIEBSCHER Chairman
E. S. SETCHELL Vice-Chairman
JOHN FANTE Recording Secretary
F. J. CARTIER Asst. Financial Sec.
DONALD HARDIE Executive Committee
STAN DAHLIN Executive Committee
- UNIT No. 2—REDWOOD AND SAN MATEO**
EMIL HINTZ Chairman
L. MUSCANTE Vice-Chairman
R. PLACE Recording Secretary
W. LEMON Asst. Financial Sec.
J. COSTA Executive Committee
FRED WOLGER Executive Committee
- UNIT No. 3—SAN FRANCISCO**
ALBERT TIEGEL Chairman
HENRY VAN ERKELENS Vice-Chair.
JESSE NASH Recording Secretary
WM. M. RENO Asst. Financial Sec.
WM. KENNEDY Executive Committee
LEONARD H. RIAVE Executive Committee
- UNIT No. 4—SANTA ROSA**
JEROME D. WOERNER Chairman
WILLIAM CARITHERS Vice-Chairman
DEAN BEAN Recording Sec.
- UNIT No. 5—UKIAH**
WILLIE TOWE Chairman
ORRIN HOWELL Vice-Chairman
ROY V. LOBERG Rec. Sec./Treas.
WALT MILANDER Asst. Financial Sec.
E. I. CROCKER Executive Committee
- UNIT No. 6—RICHMOND**
KARL J. ADKINS Chairman
CHAS. GALYEAN Vice-Chairman
E. A. ANDERSON Recording Secretary
- UNIT No. 7—OAKLAND**
WILLIAM HAARS Chairman
PATRICK McFADDEN Vice-Chairman
JOHN F. SHEA Recording Secretary
RICHARD BROWN Asst. Fin. Sec.
STEPHEN L. TINGLEY Executive Board
ERNEST E. J. LEWIS Executive Board

IBEW Progressiveness Reviewed

A SPECIAL REPORT TO PG&E MEMBERS FROM THE IBEW PRESIDENT

By **DAN TRACY**,
IBEW President

This Labor Day, 1949, presents a good opportunity for every union man and woman to set aside a few minutes to look back and to look forward, to take inventory, to see how far we have come and where we are going.

It is 67 years since the first Labor Day was celebrated in this country. Organized labor has come a long way in 67 years. Back in the 1880's, labor pioneers struggled against terrific odds to gain member by member for their ranks and penny by penny, minute by minute, in wage and hour benefits for the members of those ranks. And success crowned their efforts. The body of organized labor grew large and strong and its good right arm, its bargaining power, was a mighty weapon for its protection.

THE FIGHT BACK

Then came World War I and in its aftermath the bitter anti-union conflict which left its mark on labor, fighting its way back through the depression years, through the later, brighter thirties that brought the National Labor Relations Act and the Fair Labor Standards Act with their attendant gains for labor.

Then in 1947 the pendulum again swung back. An anti-labor Congress passed the well-known vicious Taft-Hartley law which wrested from labor many of the hard-won gains it had built up through the years. In addition many equally crippling state anti-labor laws were passed.

POWER AT THE POLLS

Labor Day, 1948 was celebrated by a militant organized labor. Thoroughly aroused, union men and women united, went to the polls in November and did a splendid job of "rewarding their friends and defeating their enemies."

Now where do we stand today—this Labor Day, 1949? The Taft-Hartley law is still on the statute books. Organized labor did its work well in November '48 but the simple fact remains that not enough Senators and Congressmen were up for election in 1948 to do the complete task and it is up to labor in 1950 to finish the job.

That means we must stay united, preserve our strength and our vigilance, if we are to uphold the purpose for which workers were organized in the first place—to protect their God-given right to exist, to get enough to eat, a de-



DAN TRACY
President of International
Brotherhood of Electrical Workers

cent place to live and bring up their families with a reasonable feeling of security and happiness.

PROGRESS

In spite of the damning anti-labor legislation passed against working people in the past two years, 1948 and 1949 were not bad years for we of the International Brotherhood of Electrical Workers.

We now have the largest membership in the history of our Brotherhood. We have approximately 450,000 members and more than 1500 local unions scattered all over the United States and Canada and extending into Alaska, Hawaii and Panama. We have nearly half a million men and women engaged in every type of electrical work that brings service to the public—in electric light and power, installation, distribution and maintenance—in home and commercial electrical construction and installation in every form—in every kind of communications work, telephone, radio, television, in railroad and marine electrical work, in every type of electrical manufacturing.

APPRENTICESHIP PLAN

In the past year the IBEW has seen the progressive developments of which it is so proud, rise to their greatest heights. Our apprenticeship program has grown by leaps and bounds. We now have 20,000 apprentices being trained under the auspices of approximately 500 joint apprenticeship committees.

Our Council on Industrial Relations for the Electrical Contracting Industry, the supreme court of the

International Brotherhood of Electrical Workers and our employers, the National Electrical Contractors Association, in our construction field, which arbitration board has earned for us the enviable title, "a strikeless industry," has met and continued to settle disputes amicably by unanimous decision.

PENSIONS

Together with our employers we are paying pensions of \$50 a month to approximately 3500 of our older beneficial members. Last year we paid out more than one and one-

half million dollars in death benefits.

Yes, as of today, this Labor Day, 1949, the situation for the Electrical Workers is certainly far from dark. However, we cannot rest for a minute, nor can any other body of union workers. Anti-labor forces and the forces of communism are ever vigilant to attack and destroy us. We of the labor movement must stay united and further unite to keep our nation a free nation offering peace and security to its people and upholding democracy.

Robinson Proclaims Label Week in S.F.

Mayor Elmer Robinson proclaimed the week of September 3 to 10 Union Label Week in San Francisco, thus giving official city recognition to one of the most important functions of the San Francisco Labor Council and the American Federation of Labor.

IBEW locals are affiliated with the San Francisco Labor Council and application of Local 1324 for affiliation is pending. The IBEW is also affiliated with the Union

continuing objective of the label section, Secretary Symes is particularly occupied with selling local firms on the advantages of displaying the union label on their products or in their places of business if they are a service industry.

There are many instances of employers signing up with their employees for union wages and conditions merely because of the monetary value accruing from the display of the union label.

The union label is one of labor's most potent tools, coupled with the union press, is one of labor's most potent tools in the continuing drive to win better wages and conditions. Any product or service authorized to use the label carries with it labor's guarantee that sweat shop and child labor conditions have been eliminated.



MAYOR ROBINSON

Label Section of the American Federation of Labor and strongly supports the shop card, label and button programs of the section.

The Union Label Section in San Francisco embraces a host of activities requiring the services of a full-time director. Dan Braimes is president of the section, and Jim Symes is secretary.

Although education of the labor movement on the advantages of buying union-made goods is a con-

VACATION ITEM

Brother Al Tiegel, our unit chairman and Local 1324 representative, just got back from his vacation. Some of his time was spent in talking to PG&E workers who are members of Local 1245. Around Auburn, several he spoke to were happy to hear we had left the CIO and had come into our own IBEW Local. They promised to do everything they could to help us and were pleased with the progress we were making. On the Redwood Highway, Bro. Tiegel met a line crew who expressed the same attitude and extended fraternal greetings.

Comments From I.B.E.W. Staff

Rep. Drew Talks of Need of Unity

The thought on this Labor Day of 1949 in looking forward to greater progress is now more than ever in all the hectic years of labor relations on the PG&E system you need unity and harmony within yourselves. This must take place before you can demand respect from your employer. This unity can never be accomplished under leadership of your top UWUA officers who have destroyed your faith in their ability. A great many of your thinking and militant fellow employees, who could not sit by and see the last spark of democracy within your union snuffed out and your local autonomy destroyed by those who try to serve more than one master, have taken steps to remove the UWUA yoke.

FAITH

These men are battle-scarred and worn from court actions, NLRB proceedings and long hours of hard work but have emerged victorious in all events. The decision to put their faith and future in the IBEW was not made over night. IBEW was selected after all other possible avenues had been subjected to serious research and exploratory action.

We of the IBEW are proud of our record in the history of labor. Our progressive conservative mode of operation has brought to our members the highest wage rates and best working conditions through collective bargaining, while still maintaining good employer-employee relationship. Along with the majority of your fellow employees, we too, are confident the unity and harmony desired by the employees of PG&E can be accomplished by one organization to represent all the employees on the entire system.

FUTURE

Those of you who have not decided where you are going should give considerable thought to the future. There is a rough road ahead for all men who labor. The Taft-Hartley act which restricts and restrains labor in its normal functions and viciously deprives the rights of men to pursue their very livelihood is just one of the many reasons you should cast your lot with IBEW who have the strength and resources to successfully ride out the storm. IBEW with its 58 years of experience and constant progress, has much to offer you in sound basic union principles. Yes, we have made mistakes in 58 years in business and we have learned by these mistakes not to make the same ones again.

At the request of the employees of the PG&E in the four Bay division, IBEW has taken all the ne-

Rep. Snyder Thanks PG&E IBEW Members

We, on the International Staff, are deeply grateful and justly proud of the progress made by Local Union No. 1324, IBEW, during the present campaign.

Grateful for the outstanding support and cooperation we have received from the officers and membership of the seven units that at the present time constitute Local Union No. 1324. Proud of the support and cooperation for the results it has gained and kept. The final result to be "One Organization on the System."

Utility Facts has acquainted the membership with the difficulties and problems encountered during the campaign and would be only repetitious to state them again. Needless to say that our opposition can only stall and delay so long.

All the facts of the case have been before the Washington office of the NLRB awaiting their decision as to the election date, since May 21, 1949. The IBEW is attempting to have this date set as early as possible realizing by the flood of information coming into our office and by our own representatives' visits in the field and at your meetings, that every day the PG&E employees are without the proper type of representation, their seniority rights are being violated, down grading is being carried on with very little recourse if any to grievance procedure and other similar policies are being carried out, which directly effect the economic welfare of all PG&E employees.

Your determined fight to remove insecurity and fear, which exists today, by putting one organization on the system is rapidly coming to a conclusion. Our goal will have been accomplished when the election results are finally tabulated.

Sincerely and fraternally yours,
MERRITT G. SNYDER, Int'l
Rep., Ninth District, IBEW.

cessary steps to give you the opportunity to decide who will do the better job.

ELECTION

The NLRB at Washington, D. C., has the facts in the case and will soon render a decision as to how and when the election will be held. We ask you to study the facts pertinent to your economic future and how you will benefit by having "one organization," the IBEW on the entire PG&E system. Remember, in unity there is strength.

Join with your fellow employees to make this Labor Day of 1949 one to remember in the history of the IBEW on the PG&E system.

Sincerely and fraternally yours,

LAWRENCE R. DREW,
International Representative,
Ninth District, IBEW.

Get In Step This Labor Day

For many years I have always participated in Labor Day parades with Local No. 134, UWUA. It seemed a minimum duty for a unionist to perform on the one day of the year dedicated to the cause of Labor. To march with my fellow unionist always gave me that shoulder to shoulder feeling which comes only through being a part of and working with a strong union.

Labor Day 1949 finds us in an entirely different situation to that of previous years. Because of intolerable interference of the National UWUA in local affairs I joined with many of my fellow workers months ago to build a new union, Local 1324, affiliated with the IBEW-AFL.

On this Labor Day I will march for the first time with the IBEW-AFL, an organization almost as old as the inception of Labor Day itself in the United States. In this participation I will gain not the satisfaction of performing the minimum duty of a trade-unionist on Labor Day but I am certain that the IBEW symbolizes our march to victory for unity of all employees on the PG&E System.

I ask that you join with me, fellow unionist, and play your part this Labor Day. Contact the Local's office or myself for time and place of march.

Fraternally yours,
ED WHITE.

COMMUNISM AND UNIONISM

Communism is a term foremost in the minds and often on the lips of men and women the world over today. To many it is a frightening word, for it spells danger and loss of individual freedom and curtailment of the way of life which we know and cherish, and which is desired by other nations of both hemispheres. There is little in communism which any of us would wish to copy. But there is one feature of their program which each one of us could emulate with profit—their zeal for their cause. It's strange but true that you never find a lukewarm Communist. They believe in their cause, they work for it, they sacrifice for it, they let nothing stand in the way of their progress toward what they hope will be their ultimate goal—world communism. Any little job they are given to do they execute with precision and efficiency, looking for promotions and bigger tasks to accomplish.

If these people will work so hard for a cause which to us is plainly a false one, could we not profit by their example and work hard for a cause which we know to be right? We believe in unionism. We believe

You Are the Union

Unions have come a long way in this country. From the early days of the labor movement to this year, 1949, they have grown from a few scattered locals, with their members meeting furtively, fearfully, to a great and powerful organized body with a voice and a vote—an influence that can never again be disregarded or thrust aside. The growth and the progress of organized labor in this country has been wonderful, and yet sometimes, I wish we could go back. Not back to the days of the sweatshop and the injunction judges and child labor—not back to the conditions that forced men to organize to survive—but back to that time to recapture something of the spirit that fired the labor pioneers—that made them strike out against oppression and injustice and work for a more equitable distribution of goods and a share of what was rightfully theirs by virtue of their sweat and their labor.

In the early days there were no paid officers, there were no paid organizers. Every man who joined a union was an organizer, a crusader in the cause of unionism. We read in our own IBEW history how our first leaders, Henry Miller and J. T. Kelly and the rest, packed up their tools and traveled from place to place working in cities all over the United States and organizing every step of the way. And men went to union meetings in those days. If a local had 50 members, 50 showed up on meeting night—because their union needed them and there was work to be done.

There is work to be done today, Brothers. Much work. And it is you who must do it. Not your International officers, not your local union officers. They must do their part too. But if organized labor is to survive, if it is to prosper, it will take every one of us to do the job. If we had but one-quarter of the zeal that sparked Henry Miller and J. T. Kelly and those grand old men that we are now placing on our 50-Year Roll of Honor, that curse to labor, the Taft-Hartley law would never have come into being. To get rid of that law, to prevent similar laws from being placed on our Federal and State statutes, to protect what we have garnered through the years, union men must be reawakened to consciousness of their individual responsibility—so much depends on each one of you.

You and you and you make this union. You are the American labor movement. You are the force that stands for a square deal for the working people of this country. Don't fail that trust!

in a free and democratic America. Let us take a tip from the Communists and work for our cause with the same zeal and spirit that fires them.

Three Suggestions for Gaining—

"Life, Liberty, and Pursuit of Happiness"

By J. SCOTT MILNE, IBEW Secretary

On this September 5, 1949, we will celebrate our 67th Labor Day. For the members of organized labor, it is not just another holiday. It is labor's own day—not to be regarded as a day for recreation alone, but for getting back to the real meaning of the day with a will to upholding the rights we have labored long and hard to obtain.

We look back to that first Labor Day nearly three-quarters of a century ago, established by a union carpenter named Peter J. McGuire, who accomplished his goal only through years of concerted effort. We look back to conditions as they existed for working men in those days—a dollar a day for a 12-hour day, and we rejoice to see how far we have come. We feel a certain pride in the dignity of labor and its accomplishments.

AMERICAN WAY

We have a country and a way of life second to none. The worker is the man who makes it so. Behind the vast skyscrapers that dot our horizons, the bridges that span our rivers, the trains and planes and cars and ships that traverse land and air and sea; in back of the vast supplies of wheat and meat and coal and oil that make this nation the richest in the world, stand the workers, the diggers, the builders, the growers, the men and women who brought it all about.

The worker is the man who makes this country what it is today, and he is entitled to his "life, liberty and pursuit of happiness." So is the employer, and organized labor is the first to recognize this fact and wants it so. Organized labor wants economic justice for all and organized labor has the means to obtain this economic justice for all.

THREE "MUSTS"

Today then, we appeal, not only to our own members in the Electrical Workers, but to all organized labor, to resolve, as of this Labor Day 1949, to do three things:

(1) **To become active politically. To start the training period now for the 1950 elections—not only to vote but to exercise every bit of influence that can be mustered to get out the vote of every union man and woman. We shall not fail in 1950 but enlarge on our 1948 successes and by exercise of our bipartisan policy, "rewarding our friends and defeating our enemies," this time finish the job of getting rid of those who have saddled labor with the vicious Taft-Hartley law and other anti-labor measures of the same ilk.**



J. SCOTT MILNE, above, secretary of the International Brotherhood of Electrical Workers, wrote the accompanying piece especially for present and prospective IBEW members of the PG&E.

(2) **Help to organize the unorganized. Establishment of economic justice and industrial peace will follow in the wake of widespread organization of workers into unions. Years ago when our unions first began there were no paid organizers. Every union man was an organizer, selling his union to others because he believed in it and the good it could do for all who labored. Let's recapture some of that old fire and spirit, Brothers, and organize as our labor pioneers did. We must awaken that sense of individual responsibility.**

(3) **Take a true interest in the affairs of your union. The American labor movement has been a tremendous force for good. It will continue to be so if members live up to their responsibilities, carry out their promises and keep their unions honest and democratic and truly American, and if they glorify their labor by performing it well and in a workmanlike manner. Help your Brothers in other unions by insisting on union goods and services. Remember what helps one helps all.**

And on this Labor Day, 1949, we appeal to employers to unite with us, taking a true and honest interest in the workings of their organizations and associations and using their influence not just for selfish gains but for the mutual good of all. Employers need employees. Employees need employers. Our nation needs both. Together they can fulfill the needs of the community and be a stabilizing force in an unstable world.

How CIO Propaganda And Policy Lose Votes

The Communications Workers of America (CWA), the notorious, discredited and disintegrating union for telephone workers that recently went into the CIO in a top level deal similar to the one by which the President of the notorious Brotherhood of Consolidated Edison Employees became president of UWUA-CIO has given up a large chunk of its membership to the IBEW recently.

Recently in Indianapolis (August 16, 1949) a CWA-CIO policy of half truths similar to those practiced on the PG&E workers by the UWUA-CIO cost the union a collective bargaining election run-off at the Bell System's Western Electric plant.

FIRST ELECTION

The first election was held on July 26. With three unions on the ballot—CWA-CIO; IBEW-AFL and the Machinists—another election was ordered by the NLRB because none of the three got a majority of all votes cast.

CWA had led the IBEW in the first voting, 323 to 319. Machinists got 125.

Just prior to the run-off election the Bierne CWA-CIO union got out a misleading bulletin dealing with the election totals. Theme of the bulletin was that CWA led on the first ballot and was "moving towards victory in the run-off." Implication was that the run-off was a mere formality.

The IBEW promptly got out a bulletin which showed the official count with the CWA leading by four votes.

RETURNS

When the returns for the run-off were released the IBEW was the new bargaining representative for the Western Electric employees—by a vote of 440 to 326 for the CWA. The IBEW had picked up 121 votes in the interim mainly because the workers finally realized that if they could not get the facts from the CWA in an election campaign they could scarcely hope to get an honest deal after the election.

Previously at the Western Electric Co.'s Allentown, Pa. plant, the workers reacted to CWA-CIO in the same way. In an election held there on August 18, 1949, the IBEW emerged as the bargaining repres-

entative by a 2 to 1 margin, winning 662 to 346.

Here are some of the things that helped CWA-CIO to discredit itself: **POLICY**

CWA President Bierne wrecked the union by his narrow and often company-tinged politics. Two poorly planned and badly led strikes started the union on the down grade. The strikes were really in spite of Mr. Bierne because he had held down the members' efforts to better their economic conditions.

The CIO saved Mr. Bierne's faltering union from quick collapse in a deal permitting him to keep his job early this year.

The CWA-CIO claims to represent 375,000 telephone and Western Electric employees. However, a report of officers of the CWA at the union's convention in June of this year showed that the union had only 169,854 members out of a group of 600,000 eligible employees.

The IBEW-AFL has over 450,000 paid up members.

The Atom—Fear and Hope

Talk of atomic energy today usually strikes a note of fear in the breast of the average listener and a confused vision of death and destruction. Our bewildered minds review with horror the tragedy of Hiroshima and Nagasaki.

But talk of atomic energy could bring an entirely different picture to mind. The mystery and fear and uncertainty could be replaced by hope, for atomic energy can provide the power to set the wheels of industry turning all over the world, furthering manufacturing and agriculture and providing food and goods and services to peoples in all corners of the earth—to peoples who have never known what it means to have enough to eat and medical care and clothes to cover them. Atomic energy as yet, has only been used for war. It may be much more effective when used for peace.

President Truman in making his inaugural address said, "Our aim should be to help the free peoples of the world through their own efforts, to produce more food, more clothing, more materials for housing, and more mechanical power to lighten their burdens."

IBEW Optional Security Plans

Many IBEW Utility Workers Use These Low-Cost Programs

NOTE: In past issues of Utility Facts the IBEW Death Benefit and the Pension Plan, both optional, have been described. A brief outline of the two plans is run again in this special Labor Day edition for the benefit of members who have just joined or are about to join.

These are not new plans instituted by the IBEW for the purpose of organizational work on the PG&E properties, as some parties may attempt to insinuate. The Death Benefit plan has been in effect for approximately 27 years. It is tried and tested, and proven many times to be of benefit to the families of IBEW members. Though not so old (21 years) the Pension plan has also proved its soundness and value.

Electrical Workers Benefit Association "Death Benefits"

Since the inception of this plan, in 1922 over \$14,000,000 in death benefits have been paid to the beneficiaries of IBEW members. It now pays out approximately \$126,000 per month for such benefits or \$1,512,000 per year.

Every "A" member at a cost of \$1.20 per month derived from his or her \$4.00 per month dues, and in continuous good standing for one year or more but less than two years preceding his or her death, shall have a death benefit of \$300 paid to his or her designated beneficiary.

Thereafter the benefit increases in proportion to the number of years the member has subscribed to the plan as follows:

Two years or more but less than three years, \$475; three years or more but less than four years, \$650; four years or more but less than five years, \$825; and five years or more \$1000.

An example of the plan's value on a short term basis is this typical case taken from the EWBA files: A member who had subscribed to the plan for five years or 60 months paid in \$72 at the rate of \$1.20 per month, whereupon he passed away. His (or her) beneficiaries received \$1000 representing a net monetary gain of \$928.

Anyone can prove by some quick simple arithmetic that it would take nearly 70 years of payments at \$1.20 per month to pay in the full amount of the \$1000 benefit.

Of course, there is no catch to the magic of these benefits. They are possible because of the interest earned by the huge reserve the IBEW has set aside to support the plan, and because of actuarial facts which are a constant factor, plus unusually low administration and fee collection costs.

IBEW Pension Plan

The IBEW set up its Pension Plan in 1928. It provided a monthly pension to members reaching

the age of 65, who have been in good standing in the organization for 20 years.

The belief that brotherhood and benefits are inseparable has prevailed throughout the life of the unions.

When a member of the union, in continuous good standing for 20 years, has reached the age of 65, his local union may make application in his behalf for his retirement. When his application is acted upon favorably, he is placed on the pension rolls. Thence forward he receives a cash pension from the pension fund of the brotherhood of \$50 per month. In addition, each month the International Secretary transfers \$2.50 for the payment of the member's per capita to maintain his continuous standing for all benefits provided by the constitution.

The value of continuous membership in a well-managed organization like the International Brotherhood of Electrical Workers is at once apparent. There are several reasons why the union is able to effect such a substantial savings to the individual member in extending the death and pension benefits.

It is a cooperative and non-profit undertaking. There are no stockholders or policy holders or dividends to be paid; there are no large salaries for executives to meet. The benefits are administered by officers of the Brotherhood and no part of the salaries are taken out of the benefit funds.

To date the Brotherhood has paid out over \$9,000,000 to pensioned members. It is now paying over \$160,000 a month or nearly \$2,000,000 a year to pensioners. It has never defaulted on any of its payments—even during depression and bank failures. These accomplishments speak for themselves.

This pension costs the member 60 cents per month, and it's optional. The cost is included in the monthly dues of an "A" or beneficial member.

At the rate of 60 cents a month a member would pay \$144 into the fund in 20 years. In five years, a pensioner would collect at \$50 per month, a total of \$3000.

Many workers ask whether the pension and death benefits are retained if they should leave the trade? The answer is yes!

Such members request withdrawal cards from their local unions. If investigation proves the member is adopting other means of livelihood the request is granted. The withdrawal card is then de-

From the IBEW 9th District V.-P. Labor Day Greetings to PG&E Union Members

Oscar Harbak, Vice-President of the Ninth IBEW District, which takes in the Pacific Coast states, Alaska and Hawaii, addressed the following Labor Day message to IBEW members and officials of Local 1324:

Mr. L. G. Glasson, President
Local Union No. 1324, IBEW
1918 Grove Street
Oakland 12, California

Dear Sir and Brother:

Local Union No. 1324 will soon be passing through its first Labor Day under the banner of IBEW, AFL. It is only fitting on this occasion that I extend to you and through you to the membership of Local No. 1324 the fraternal greeting of this office for Labor's "own" day.

Time does not permit my active participation in the affairs of Local No. 1324, however, through field reports received from the international representatives assigned to this campaign, I am kept constantly informed as to the major activities of the Local.

As a former president of Local Union No. 580, Olympia, Washing-

ton, and having spent many years in affairs effecting the upbuilding of the utility workers, I can realize full well the many trying problems with which you and the membership are now faced.

Your present campaign has been a long and arduous one, and you have been faced with innumerable delaying tactics by your opponents. While the campaign has gone longer than originally contemplated, because of these unforeseen delays, I know you recall the old adage "Rome wasn't built in a day," and that your time will be well spent in reaching your goal, namely, one IBEW organization on the system, which will assure the protection of the economic welfare of all.

I wish at this fitting time to again assure all that the entire resources of the organization stand behind you in your fight to attain your goal.

On this coming Labor Day, I warmly welcome all PG&E employees to aid in completing the program of consolidating the IBEW's position on the PG&E system.

Fraternally yours,

O. G. HARBAK
International Vice Pres.
Ninth District, IBEW.



O. G. HARBAK
International Vice President
Ninth District IBEW

posited in the International office and the member thereafter pays only the monthly per capita tax of \$3.10 and his name is kept on the pension and death benefit lists. If he returns to the trade his card must again be placed in the local union that issued it.

Any member wishing further information explaining the plan in detail should request it through Local 1324, IBEW.

Charles Mason: IBEW Can't Miss

Charles Mason, Business Manager of Local 1245, IBEW Local 1324's sister local on the PG&E system, said this week that he was impressed with the enthusiasm for the One Organization—IBEW campaign shown by Local 1324 members at recent unit meetings he attended.

Such enthusiasm indicates that the IBEW campaign is going well.

"Everything considered," Mason said, "I don't see how the campaign can miss."

He extended Labor Day fraternal greetings to Local 1324 members and officials and said that he would continue to aid the current drive in any way that could be helpful.

Keenan Reviews Political Prospects

By **JOSEPH KEENAN**, Director of the AFL's League for Political Education and Business Manager of a Chicago IBEW Local

On this Labor Day two questions come to mind: (1) How much progress have we made in the last year? (2) How do things look for the year ahead?

We of Labor's League for Political Education have tried to answer those questions as we look back on the first session of the 81st Congress and plan for the 1950 elections.

First, how good—or bad—is the 81st Congress? Do we have sufficient legislative results to show for our hard campaigning in 1948?

Let's look at the record of the Congress:

We finally have adequate housing legislation. Since before World War II liberals have been looking for a housing program that would provide good living quarters for persons with low incomes. We also have slum clearance legislation and federal aid to builders. The housing bill is probably the outstanding achievement of the 81st Congress.

The 81st Congress has prevented enactment of even more unfair labor legislation than the Taft-Hartley Act. The conservatives' plan for 1949—should they have won control of Congress and the White House last November—is familiar. They were all set to shift their anti-union drive into high gear.

Although the Taft-Hartley Act has not been repealed, the working men and women of America now have far more friends in Washington than they had two years ago. In 1947 we had only 83 friends in the House. Today we have 212. Two years ago we had 25 friends in the Senate. Today we have 44.

Congress this year has also extended rent controls, continued the Marshall Plan for another year, provided crop storage facilities for farmers and started government reorganization. Some public power victories have been won. A start has been made toward revision and extension of the Social Security program. Progress has been made



JOSEPH D. KEENAN

on federal aid to education legislation.

So, just a glance at the record of the 81st Congress shows that liberals have come a long way since the 80th Congress. But the record of the present Congress also reveals that we have a lot more work ahead of us.

To get a really progressive working majority in Congress we need to reelect all of our friends and, in addition, elect 15 to 20 more liberals to the House and at least 5 more liberal Senators.

And all of us should be at work on the 1950 campaign. Our enemies have started pouring their millions of dollars into the 1950 elections. So we must get busy, too, although November 7, 1950 is more than a year away.

Now, what do we do about political education and political action in a year in which there is no election?

Register! If your city has permanent registration, organize a drive to get all members of your union, their families and their friends registered so they can vote in 1950.

If there is no permanent registration in your area, make plans now to register the members of your union, their friends and families when the law permits you to do so.

Trade unionists everywhere should compare their membership rolls with registration lists to see who must be registered. Last year we discovered that frequently half of the members of a local union were not registered. Let's not let that happen again in 1950.

Run contests to spur interest in registration. Have your members write essays or jingles or slogans on the importance of registering and voting. Award prizes for the best entries.

Between elections we also must remind people what is happening in their Congress, in their legislatures, in their city councils and in their county boards. We must tell our neighbors when a Congressman votes against the people. And we also must point out the "right" votes and actions of our representatives.

During the periods between elections we also have to let our Congressmen and Senators and other representatives in state and local bodies know how we feel about their work. A personal letter from a constituent gets attention on Capitol Hill or in a state legislature.

When your Congressman or Senator comes home during the congressional recess, drop in and see him at his local office. He'll be glad to talk with you and get your ideas on what should be done in Washington to help working men and women.

Labor must not only cooperate with its legislative friends, but it must also work together with other liberal forces in American politics. We must cooperate with farm, teacher, small business, women's and professional groups who realize that this nation can remain strong only as long as its working people are strong.

Finally, we must strengthen our own organizations. We now have an active Labor's League for Political Education in every state. But we need leagues in every city, in every county and in every precinct if we are to get a true liberal majority in Congress next year. We have to organize for political action and education in the same way we have organized for collective bargaining.

So let us remember this on Labor Day, 1949:

Last November 2 was a day of triumph for workers throughout this nation.

But 1948 was only the beginning for Labor's League for Political Education. We must be getting ready for the 1950 elections.

For only through the work and cooperation of every trade unionist in the United States can we turn back once and for all the forces that are threatening the freedom of the working people.

GRIN AND GROAN

Woman on telephone: "I sent my little boy to your store for two pounds of plums, and I got only a pound and a half. Your scales must be wrong."

Fruit dealer: "My scales are all right, madam. Have you weighed your little boy?"

* * *

Are you listening to the news, dear?"

"No, I heard the news. I'm listening to the meaning of the news."

"What does he say?"

"He says he doesn't know what it means."

* * *

The law says girls are minors until they are twenty-one, but a lot of them keep on gold-digging afterward.

* * *

Among the footprints on the sands of time we know a few who leave only the marks of a heel.

Here's More Labor Day Greetings from Sister IBEW Unions

(Following are a few of the numerous messages of continued support for the campaign of Local 1324 and greetings and best wishes on Labor Day.)

Charles Foehn, S.F.
Local 6, Bus. Mgr.,
Member IBEW Ex. Coun.:

Greetings:

Keep up the good work to put IBEW across the entire PG&E system. Local No. 6 and the other Coast IBEW locals stand solidly behind you.

From Bill Green,
Local 180, Vallejo:

Congratulations and best wishes this Labor Day to Local 1324 in your campaign on the PG&E. Will give whatever assistance we can in our district.

* * *

From Paul Yochem of
Oakland, Local 50:

The public utility workers in our Local are plugging for IBEW at every opportunity. From what I hear in the Oakland district I don't see how the IBEW can miss.

Labor Day greetings.

From G. N. MacKinnon,
Business Manager,
Local 47, Alhambra:

Aug. 27, 1949.

L. G. Glasson, Pres.,
L.U. 1324, IBEW
1918 Grove Street
Oakland, Calif.

Dear Sir and Brothers:

We are following with considerable interest, your campaign to organize all PG&E employees into "One Union On the System — IBEW," and we extend to you and your members our best wishes and

assurances of our fullest cooperation.

Sincerely and fraternally yours,

G. N. MacKINNON,
Business Manager,
Local Union No. 47,
IBEW-AFL.

1416 So. Garfield Ave.
Alhambra, Calif.

* * *

From Charles Geller,
Santa Rosa, Local 551:

Best wishes for continued success from Local No. 551 on this Labor Day of '49.

REPORTS FROM THE FIELD

Martinez Unit No. 1

Members of Unit No. 1 recognize in our economic program a goal to work for. Something to sink our teeth into while waiting for the election. We feel that a lot will be accomplished and urge all members to offer ideas and criticism.

Our latest experience with grievances have taught us one major thing and that is a strong need for a united membership in order to get recognition from management. We believe that winning the election will be a prelude to a strong grievance machinery.

Unit No. 1 is going along 100% with the program of cooperation with our sister Local No. 1245 in establishing one union on the system. One union on the system is a necessity for the establishing of harmony and peaceful negotiations with the company.

Our unit has joined the Central Labor Council of Contra Costa County with Bros. Hastings and Liebscher as our delegates. We urge all units to join their Central Labor Councils so they may assist the A. F. of L. in fighting such legislation as the Taft-Hartley law, and also help to turn out of office all legislators responsible for such attacks on Labor.

Brother Mayhew will attend the California State Conference of Electrical Workers in Los Angeles on August 27th and 28th. Brother Mayhew was elected chairman of the Safety Rules Committee at their last meeting. We expect some interesting news from him on his return.

JOHN FANTE
Secretary, Unit No. 1

* * *

Redwood Unit No. 2

At our regular meeting held August 22, Unit No. 2 membership thoroughly discussed L. U. No. 1324 economic program. Each point was read and action taken.

The membership went on record as being in favor of the program with one or two minor changes, and instructed their delegates to the August 29th meeting in Oakland to carry out the wishes of the membership.

International Rep. Snyder gave an up-to-date report on the campaign.

The matter of several grievances pending were discussed and the grievance committee laid plans to process one of them the following day on the job.

Bro. Harry Ritchie was elected new shop steward in the electric department.

Rumors are around here that the UWUA has elected a new shop steward for this area. We're wondering who did the electing, as we

know of very few, if any, UWUA members in this locality.

Arrangements were made to send a full delegation to the Oakland meeting.

GUY TROXEL,
Secretary Pro Tem
Unit No. 2

* * *

San Francisco Unit 3

Bro. Larry Drew, International representative, attended our last Unit 3 executive committee meeting in place of Bro. Merritt Snyder who had another meeting in Santa Rosa. Bro. Drew has been covering our IBEW units in the East Bay and was able to bring us up to date on developments in that territory. He stated all the units he was in contact with are very enthusiastic about the organizing progress they are making and are anxiously awaiting the coming election.

Bro. Drew said that in Oakland things are shaping up better all the time. Membership meetings are improving and new faces are seen at each meeting. One of the recent newcomers is employed in one of the large plants. He stated the UWUA has been attempting to put pressure on IBEW supporters and instead of it hurting our drive, it is having just the opposite effect. He states that a quiet support for One Organization on the System is growing steadily and among the workers in this particular plant, a majority will cast their vote for the IBEW.

It has been called to our attention that UWUA is requesting suggestions and ideas from its members to be used in the coming contract negotiations with PG&E. This brings to mind some questions we would like to ask about UWUA contracts.

We are still trying to find a PG&E worker who ratified the present UWUA contract. We have been told that the present contract was voted on by a meeting which had 20 people present. At least a half dozen of these 20 were paid UWUA representatives which left a little over a dozen PG&E workers who were supposed to have voted acceptance of the contract. But as we stated: we have tried to locate one of these workers! So far we've been unsuccessful! But there's something further we'd like to say about the ratification of this present contract. Suppose we grant that a little over a dozen of San Francisco's PG&E workers voted to accept the present contract. Isn't this a far cry from the way we conducted union business before the UWUA national office stepped in here on the West Coast and started dictating to our membership? Everyone will recall—it's in the record—prior to national UWUA interference—every contract was ratified by our membership through a compulsory secret vote.

—Unit 3 Publicity Committee

Santa Rosa Unit No. 4

A joint membership meeting was held Tuesday, August 23, between L. U. No. 1324 and L. U. No. 1245 members in Santa Rosa.

This is the second of a series of meetings that have been arranged between members of both IBEW Local Unions, in order to set up strategy and engage in organizational work to eliminate UWUA, CIO, from the PG&E properties.

Business Manager Charles Mason of L. U. No. 1245 introduced International Representative Snyder to the 1245 members. He gave a report covering L. U. No. 1324's activities from the start of the present campaign. He told of UWUA's repeated delays through the NLRB hearings, and how in spite of everything UWUA has been able to do, L. U. No. 1324 IBEW is still gaining strength as the campaign goes on. He stated that the misstatements being put out by UWUA are being exposed every day, and that the workers on the PG&E system will not be stampeded by these false promises when they go to the polls on election day. He concluded his report by showing the benefits that could be gained by having the IBEW as one organization on the system.

Brother Ed White, L. U. No. 1324, was introduced next. Brother White gave a summary of his organizing work in the North Bay Division and of the progress being made by the IBEW in that area.

A general discussion ensued and questions were asked by L. U. No. 1245 members, relative to the election and other phases of the campaign, which were answered by Brother Snyder.

Business Manager Mason told of the formation of L. U. No. 1245, IBEW, how it was first organized and of the difficulties it encountered during its organizational period. Conditions existing at that time were covered and compared with the present conditions which have been gained for No. 1245 members through the efforts of their local. He explained how the unit set up operated, and the successful results gained through that system whereby the members were given personal service through the various No. 1245 business representatives who work on a full time basis and contact all units regularly.

Members from both groups pledged joint activity throughout the campaign.

—Publicity Com., Santa Rosa

Good & Welfare

Considerable discussion has taken place recently at our unit meetings concerning the need for a constructive publicity program which would coordinate the efforts of all the eight units comprising Local 1324. We recommended this program to Local 1324's executive board and recently they endorsed it. Some of the reasons expressed for advocating such a program were as follows:

1. A broad, overall democratic representation could be achieved by such joint participation in our publicity work.

2. Rank and file representatives are on the job day in and day out—they encounter the problems and conditions which affect the average PG&E worker—they have their fingers on the pulse of the membership's aspirations—as a result of these experiences they are able to effectively convey the things that PG&E workers desire from their union organization.

3. By having each unit represented in our overall publicity it would guarantee that each unit would be protected against the possibility of injurious publicity.

It was recommended by our membership that the Executive Board of Local 1324 instruct each unit to elect a three man Publicity Committee to meet on call by temporary chairman Rusty Evans of Unit 3, at which time a permanent chairman is to be elected. This committee to meet as often as they feel necessary to centralize publicity from units for Utility Facts and aid constructively in the criticism of the content of the paper.

* * *

STEAM DEPT. STORY

One of our members relates that at the beginning of our campaign for One Organization on the System, he and a co-worker were the only two out of ten in their group who joined the IBEW. Since then they gradually signed their co-workers one at a time. The new members in turn helped to bring still others around until now they have nine of the original ten in the IBEW. He reports that the one remaining non-IBEW worker is becoming more and more interested and soon they expect to sign him up. They're anxious to make the score 10 out of a possible 10. How's that for teamwork?

—Unit 3 Publicity Committee

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