



# UWUA Rift In Oakland

A major chink appeared last week in the armour of the only large and important UWUA Local still operative in the four Bay Divisions of the PG&E. Tiring of UWUA top level policy dictation and non-enforcement of the contract, a large group of union-minded Oakland members of UWUA Local 134 set themselves up as a committee to press for a policy more in the interest of East Bay employees.

The committee was promptly denounced by officials of Local 134, UWUA.

## PUBLICITY

Apparently the publicity given to UWUA do-nothingness by Utility Facts, plus the progressive IBEW program and policy which has been brought repeatedly to the attention of the PG&E workers since inception of the present campaign have brought about the effort to break down UWUA chain-gang unionism.

In their initial issue PG&E employees were urged to voice their sentiments at UWUA membership meetings about what should be asked of the Company when negotiations are begun by the UWUA for a new contract. The bulletin also urges that the contract be enforced and the speedup fought.

## DICTATION

Utility Facts recently noted that a handful of top-level UWUA officials decided on what was to go into the present contract and then, in effect, told the PG&E employees they could like it or lump it. Most of them lumped it and that is why an election for a new progressive system-wide organization—the IBEW—is now pending.

Although the committee was careful in its bulletin to avoid

criticism of present UWUA Local 134 officials and concentrated its pitch on attendance of UWUA meetings (attendance has been practically nil due to disgust with UWUA policies) Local 134 was quick to get out a bulletin denouncing the committee and disowning the Spark.

Although the Local 134 bulletin said that the Spark contained several false statements it did not say what the mistatements were.

One section of the Spark said: "Contract violation? When in doubt call the union (UWUA Local 134). Enforce the contract. Speak out at meetings. Ask for grievance results."

## NEED ELECTION

The new UWUA group and its bulletin, the Spark, gives further subsistance to the Local 1324 IBEW contention that when the PG&E employee in any part of the four Bay divisions is given a chance to vote for One Organization on the System—the IBEW, the paper unions of the UWUA "island" will be swamped with an overwhelming vote.

Meanwhile, each succeeding meeting of Local 1324's Unit No. 7 in Oakland continued to grow in attendance. UWUA Local 134's days appeared to be numbered unless a radical change in policy developed. That seemed unlikely for to date little interest has been shown in either the sanctity of the contract or in the welfare of the membership.

With the chips down and the employees whatching every move of their leaders and weighing them, the UWUA just don't seem to have what the employees want. Either that or they don't care.

## Utility Facts Rested, Too

If you failed to receive your copy of Utility Facts last week following Labor Day it was not a mistake of the mailing department.

Like most everyone else, Utility Facts took a holiday after getting out a double edition the previous issue for Labor Day.

The whole thing was arranged so that the AFL printers of the paper could observe the holiday the same as every other AFL member.

Look for us every week from now on with some timely info on the progress of the campaign.

## Even Business Notes AFL Gains

Recently a well-known and reputable weekly letter subscribed to by businessmen reported that the AFL was winning more raises than the CIO.

Material for this report undoubtedly came from a recent release from the U. S. Department of Labor.

The letter noted that not much publicity was accompanying the raises, that AFL unions have signed more than 400 contracts, that the CIO had negotiated only about 200, and that the CIO settled for more than a cent less per hour than the AFL unions.

Local 1324 IBEW is an AFL affiliate.

# Expect NLRB To Act Soon On Election

With the long Labor Day holiday over most everyone interested in an NLRB election on the PG&E properties began to eye Washington for a possible announcement soon on the date.

The PG&E case has been before the Board since May 31.

With the outcome affecting the destinies of every utilities union on the Pacific Coast the NLRB has many angles to determine in the present case besides the mere setting of an election date.

**Because the Company injected an important matter into the proceedings before the NLRB local field Hearing Officer—elimination of the 51 classifications—the NLRB Board in Washington has the representations of three parties to consider rather than the usual two.**

The NLRB is well aware that the eyes of not only the 12,000 PG&E employees are awaiting a look at the decision it renders, but the eyes of every Coast Utility union member.

The right of more than 1200 employees in PG&E alone to continue to be covered by a union contract hinges on the Board's decision. Other points raised by the three

parties to NLRB Hearings will require thorough study.

**The NLRB's announcement on the election will have nation-wide significance when it comes. It is expected any day now.**

It should be noted, however, that the basic mission of the NLRB is to give the worker himself an opportunity to express his desire as to who should represent him in collective bargaining. It is intended that the worker himself shall have the final say about representation. Any other interpretation of its powers by the Board, any refusal to allow the worker to express his choice of a bargaining representative would automatically commit the worker to permanent bondage to any group he happened to become attached to.

The deliberations of the Board, therefore, are not expected to be concerned at all with whether an election should be held but rather with how it should be held. An announcement should be forthcoming shortly.

**Flattery is much like a rare perfume. One should inhale it, but never swallow it.**



**UTILITY FACTS**Official Organ of IBEW  
Local 1324

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1918 Grove Street  
Oakland, Calif.

**Local Union and Unit Officers****LOCAL 1324**

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**IBEW Watchword—  
Union Service**

In past articles in Utility Facts we have tried to stress the many ways in which the IBEW serves the interests of its members.

Because the IBEW is dedicated to such service, it cannot be discussed too much. The PG&E employees in the four Bay divisions are certainly in need of good union service.

The Bay divisions of PG&E certainly have not had many gains to count up during the past nine months under the UWUA. With a campaign going on the system to eliminate the UWUA "island" on the PG&E, the UWUA has certainly had a wonderful opportunity to show just what it could do for the employees it represents through the "quickie" contract it put into effect last January 1st.

About the only thing that the UWUA has done with this opportunity for giving service has been to hand out reams of false publicity to mislead the employees about its weak and irresponsible stewardship under the contract.

It has failed miserably to enforce the contract and has even permitted it to be amended to by-pass job bidding practice. It has practically ignored grievances of the employees. Now it is talking about starting talks for a new contract.

The Bay division employees do not have to look far for examples of IBEW service. They can be found right on the system in the eleven outlying divisions, where IBEW holds the bargaining rights.

Some of these services, briefly, are full-time IBEW representatives to look after the interests of members regularly in even the remotest parts of the PG&E system.

They include the privileges of job transfers around the system, and to other utilities on the Coast, or to practically any utility in the

United States, for the UWUA has no important ones under contract anymore except the Consolidated Edison Company in the New York area. They include transfer possibilities to most of the electrical manufacturing industry on the Coast, and to radio, electronics, and other lines.

The services include all of the good that can accrue through a progressive international organization such as the IBEW—benefits that come from the big IBEW legal department.

The services also include the benefits that come from IBEW affiliation with other electrical organizations on a state and national basis, and with AFL labor and political groups on a local, state and national basis.

For those members who desire to participate in pension plans or death benefit plans, the IBEW has them and they are inexpensive by comparison to most such plans.

Where a majority of employees desire to see fair and streamlined apprentice and job-training programs included in their contracts, the IBEW has such plans in many of its utility contracts. Some of them are considered model plans, and information about them is another of the many services provided by the IBEW.

In fact, we could fill this issue of Utility Facts with information about IBEW services.

The Bay division employees of PG&E would do well to forget the past year and a half of UWUA top-level policy of dictation and vindictiveness toward PG&E employees, and look to a future under the IBEW, and one organization on the system.

Only through one strong, progressive organization can the PG&E worker hope to attain the ultimate in economic objectives.

**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.

A man went to the bar and ordered a Martini, drank it, chewed up the bowl of the glass, and threw the stem over his shoulder. He continued this for about six Martinis and noticed the bartender was staring at him.

"I guess you think I'm crazy, don't you?" he asked.

"I sure do," the bartender replied, "the stems are the best part."

\* \* \*

Love at first sight is often as foolish as divorce at first sight.

**Report on State Association of Electrical Workers by Mayhew**

Kindly accept the following as my report as a delegate to the Annual Conference of the California State Association of Electrical Workers.

The Conference was held at the Hotel Mayfair in Los Angeles August 27 and 28, being scheduled to be held in the same town as, and the week-end directly preceding the annual convention of the State Federation of Labor. Representing this Local Union in addition to myself were International Representatives C. P. Hughes, Larry Drew, and Merritt Snyder.

As you will remember the work and purpose of the Association is mainly concerned with 3 matters:

1. Any law affecting electrical

workers

2. Apprenticeship training

3. Safety rules and regulations.

An idea of the importance that the Association has attained in the state may be gathered by two instances that occurred this year. 1. When the Association requested changes in the Safety Orders, 39 top utility and manufacturing firms as well as the U. S. Govt., State of Calif. and Univ. of Calif. participated in the meetings. 2. At this conference California State Director of Apprenticeship Training Archie Mooney and his entire staff attended the sessions. I am informed these happenings are not in the least unusual.

Highly interesting, in fact almost

amazing was the report of Chairman McDonald of the Apprenticeship Training Committee. (McDonald is from Local 11, Los Angeles.) The Association has developed a set of entrance evaluation examinations and percentage cards that in the words of Director Archie Mooney "are an answer to the complex problem of designating the proper place of the apprentice." An example would seem to be the easiest way to show how the system works.

Suppose Joe Worker to be an apprentice that has just come to work. He appears before the Joint Apprenticeship Committee stating that he has such and such schooling and has worked at thus and

thus places during which time he has picked up certain experience. He is then given the first of the examinations which are a progressive series. The first one for example, is designed to find out Joe's knowledge of tools, and each following one tells more and more of Joe's familiarity with his work. Eventually Joe hits one that he can not pass and that is the point at which his percentage of apprenticeship is set; if he has passed 60 percent then he is given a 60 percent apprentice card, signed by the committee. Also his apprenticeship program of schooling and work is set up to proceed from this point. His apprenticeship will be reviewed

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# New Employees--Attention! THE PROMOTION PATH IS SMOOTH NOW BUT DON'T MISREAD SIGNS

This piece is written especially for the comparatively new employees on the system.

Many of you fellows who have taken jobs in the last year or two may have had a little training for your work in the last war. At any rate, you have decided that there is a future in the utility field, so you got yourself a job with the PG&E.

In the brief time you have been with the company you have decided that you chose well. There was not much expansion during the war and for the past two years there has been a big rush to replace worn-out equipment and to provide facilities for a greatly expanded California economy.

**At times there has been a shortage of trained help to meet the demands of one of the nation's greatest expansion programs. As a result there have been better than normal job opportunities on the system.**

Perhaps you have been one of the PG&E employees who have advanced up the job ladder. The advancement may or may not have been according to the rules of seniority. At any rate, no one is blaming you for taking advantage of an opportunity to better your economic condition or your job security. Everyone wants to do that. That's why people join unions.

However, things were not al-

ways like that. Though many improvements could be written into the present contract, it embodies conditions that are a far cry from those prevailing a few years ago. Your fellow workers, who were once comparatively new the same as you, helped write that contract a few years ago. It is because they think it is a worthwhile document, worth upholding, and improving when possible, that led most of them to form for that purpose Local 1324, IBEW.

If you are one of the new PG&E employees who have won quick promotion, do not misread the signs that were on the road up.

Though you may not realize it, today in many cases your understandable desire to better your economic condition through promotion is being utilized to break down some of the most important provisions of that contract. That is understandable, too, for most employers prefer to have the economic fate of their employees in

their own hands rather than in yours through your union.

A few years ago when conditions were normal there was no multi-million-dollar expansion program and few promotion opportunities. That was when the job-bidding provisions of the contract were devised—to prevent complete strangers who had few if any roots in PG&E communities from coming in and displacing loyal PG&E employees or taking jobs with pay rates built by solid PG&E union men.

These are the signs that your fellow-PG&E worker and unionist want you to read: that just because you may profit from a job advancement that by-passes job-bidding provisions of the contract, that does not mean that you may never have need for the protection of those provisions at some later date.

**We all grow old. As we do we find increasing need for ALL of**  
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## Report on State Association of Electrical Workers by Mayhew

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and examined every six months till completed. At the end of each six months his employer will be asked to provide a new line of work in his trade so that he may obtain a diverse knowledge of his trade. In case an employer specializes to the extent he cannot provide a different line of work, Joe is sent to an employer that can. One difficulty that has yet to be overcome is the cost to Joe of his school text books which runs around \$90.

This evaluation and card system has been agreed to by the California and U. S. Bureau of Standards and N.E.C.A. and is also directly supported by the latter. Our apprentice fitters, machinists, mechanics, linemen, cable splicers, electricians, blacksmiths, gas servicemen, meter repairmen, would do well to observe that this organization has a philosophy that **it practices**: "An apprentice is a part of the human family of industry, belonging to himself only; and he is the **joint** responsibility of Labor and Management."

Safety rules and regulations are in quite a different fix. Everyone is for Safety, or says he is, yet a safety program seems to find few friends and develops opponents even among those. Latest almost unbelievable development is the pronouncement by A. C. Blackman, Chief, California Division of Industrial Safety, that Safety Orders will be applied by cooperation and **not enforcement**. This by the man hired by the people to do the enforcement job. To say the least it is puzzling if not discouraging. It is very true that many utility companies (including PG&E) and manufacturing companies have safety rules that are stricter and go far beyond the State Safety Orders,

it is even true that without their cooperation matters of safety would not be as advanced as they are; yet the overwhelming fact remains that the only safety practiced by the majority of firms is by the payment of insurance premiums. Mr. Blackman's attitude could be likened to a police chief enforcing the law against thieves by cooperating with the honest. On this matter of safety let us remember that it is more vital to our members and families than all the laws on larceny yet compounded.

The Association has not been idle on the matter of enforcement and I quote excerpts from Secretary James Lance's report:

"In order to assist the men who are responsible for the enforcement of State Safety Orders in their efforts to secure an increase in salary, representatives of our Association met with the Personnel Board of the State at Sacramento and Los Angeles, but the request for an increase of more than \$25 per month was denied, on the infantile ground that such a step would make for friction between the men of the Electrical Division and those of other classifications.

"A further effort to obtain increased salaries for all state inspectors, **and the employment of enough of them to enforce Safety Orders**, was made before the meeting of the Assembly Interim Committee on Industrial Safety in Los Angeles in November. There the committee was impressed by the statement for the record prepared by your secretary, and by arguments of several of our Association representatives. Mr. Blackman had an unpleasant hour of questioning by Committee Chairman Gaffney.

". . . Unless and until the Legis-

lature takes definite action on the matter of Safety Order enforcement, safety standards will become lower instead of higher, and we can expect the toll of industrial accidents to increase rather than decrease."

Other activity by the Safety Rules Committee was reported by myself in Utility Facts in February. We have been awaiting the final public hearings on the orders relating to underground work and substation work, before they can be placed in the State Safety Code. They should be held soon.

Let there be some wondering later on I must tell you that although the Safety Committee of which I am a member is a continuous working committee, members have no set term. If conditions change after the adoption of the above mentioned orders, a new committee comprised of people best fitted to meet the next business at hand will be chosen, and that is as it should be.

Int'l. Vice-President Oscar Harbak of the 9th IBEW District attended all sessions and spoke on many issues vital to the welfare of the Brotherhood.

Also in attendance were Archie Mooney, Calif. State Director of Apprenticeship, who spoke of the work of our Association and his department, bringing out 3 rather unusual facts: 1. National vocational training was first begun by the AFL, something for which he believed they had not taken sufficient credit. 2. In President Wilson's administration the first National Committee on Apprentices had Mr. Weinstock of Weinstock-Lubin Company of Sacramento as management member and it was he who proposed that labor unions join in sponsorship of apprenticeship training. 3. California stand-

ards of apprenticeship training are now being used as standards for the U. S. Bureau.

Neil Haggerty, Secretary of State Federation of Labor, spoke on their work, of which you are now reading, since they are in convention. He is a truly dynamic speaker; however, his talk was too detailed to report here.

Robert Smith, of U. S. Bureau of Reclamation, Labor Dept., spoke on collective bargaining with his department.

Some of the principal resolutions passed were: Requesting the Federal Government to continue aid to State Governments. Furnishing apprenticeship training to veterans, lest these programs fail for lack of funds before veterans complete the courses.

Teachers in vocational schools and junior colleges be required to have 5 years experience in their trade before they begin teaching.

Protesting speed-up and setting up programs to combat it.

President Kennedy of Local 6 San Francisco asked that an open invitation to 1324 members to attend a special meeting third Wednesday in October, be conveyed. 50-year membership pins will be presented, followed by stag party and refreshments.

Our local was placed in District 2 of the State Association of which there are 8, and Charles Foehn of Local 6 was elected Executive Board member for this district. This office will rotate between the locals in the District, namely 6, 50, 551, 595, 1245 and 1324.

Will you kindly thank the Executive Board for sending me to the Conference, I assure you it was a pleasure to serve as delegate.

Sincerely and fraternally yours,  
HAROLD B. MAYHEW.



# Unit Reps Meet On PGE Economic Plan

IBEW organizational work continued at a stepped up tempo during the past few weeks despite the Labor Day holiday interlude.

On August 29 all seven units of IBEW Local 1324 sent delegates to an Oakland meeting at which an economic program for PG&E workers was discussed.

The program has been submitted to and approved by the members of the various units. It is expected to be incorporated into negotiations with the Company for a new 1950 contract after the NLRB election.

The unit representatives endorsed the program, making it official Local 1324 policy. They left it in the hands of the Executive Board which will parcel out some portions of it for study and detailing by specially appointed committees. It is an 18 point program.

From the meeting a solid outline of a PG&E economic program developed. Included were such matters as wage raises, pensions and job security provisions. Some of the 18 points agreed upon will be parcelled out to committees by the Local 1324 executive board for further study and detailing.

**Those who attended the Oakland meeting were enthusiastic with the progress made. It was the consensus of the large and representative gathering that by the time the election has taken place IBEW Local 1324 will be in a position to move into negotiations with the company almost immediately.**

Selection of IBEW as the PG&E bargaining agent will also amount to a virtual endorsement of the program and that fact should carry a lot of weight in subsequent negotiations. When the results of the committee studies and recommendations are in the program will get full publicity in Utility Facts.

A lot of discussion of the program has already taken place in the various unit meetings. The delegates sent by those units to the meeting August 29 followed the desires and aspirations of the membership in their various districts.

Some of the delegates travelled more than 250 miles to attend this important meeting.

## New Employees--Attn.

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the provisions of the present contract.

Remember, too, that the wage rates established for any job given you by the supposed grace of some supervisor who seems to have a kindly interest in you now can be given to someone else in the same way if you fall out of grace. And the rate of pay for that job was established not by the supervisor but by the concerted action of

## State AFL Takes Stand Against Insurance Plans

At the meeting of the State Federation of Labor held recently in Los Angeles AFL union delegates approved a recommendation of the Fed Executive Board that all private insurance schemes be boycotted.

That was the Fed's answer to the powerful insurance lobby which ganged up in Sacramento during the last session of the legislature to help defeat many important labor-sponsored measures including liberalization of unemployment and disability insurance payments.

The Fed also called for more public works to combat growing unemployment in the state.

your fellow workers.

The expansion program and its job opportunities won't last forever. Neither will the wobbly, discredited UWUA. When the contract is returned to the collective stewardship of the PG&E employees after the coming NLRB election it will be enforced again—in your interest and that of your fellow-worker.

**Better get in step with him.**

Meanwhile consider that the benefits you now enjoy in whatever job you may have—pay for overtime worked instead of compensating time off; a decreased probationary period scaled down to six months from one year; improved vacation and sick leave; and pay scales high above anything you would get without union representation; and many other improvements over the old days.

Whatever your job or however you obtained it, remember that the union made possible the conditions that go with it. And keep at least one leg on the union side of the fence, the IBEW side.

By doing so you can benefit your self as well as your fellow worker, not only in keeping what you have now but in obtaining better conditions in the future.

In fact, with the UWUA holding the official bargaining rights for you by virtue of a quickie contract made last winter while an IBEW petition for a bargaining agent election was pending, you cannot be blamed for being disillusioned with unionism as practiced by the UWUA. The UWUA has done little bargaining in your interest, or any other PG&E employee's interest since that contract was signed.

## Reports from the Field Richmond Unit 6

Reporting on our last meeting we are proud to say that Richmond is making big strides towards establishing IBEW on the PG&E system.

Through the efforts of our officers and key men, who have worked hard and faithful, we have a good operating and fast-growing Unit of Local 1324.

Also in attendance were Brothers Ed White of Unit 7 and Gene Hastings of Unit 1, plus Intl. Reps. Larry Drew and Merritt Snyder, who gave interesting and factual reports on the progress throughout the entire four Bay divisions.

Brothers Pleas Galyear, R. Y. Goodman and Loyd Small were elected members of Unit 6 Publicity Committee and will cooperate with all other unit committees in setting up a joint committee of Local Union 1324.

We feel there is much to be gained for all employees of PG&E by having one organization on the system and our aim is to make it IBEW.

Unit 6 Publicity Committee.

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## San Francisco Unit 3

Unit 3 had one of the largest delegations present at the special committee meeting in Oakland, on August 29th. Unit 1 of Martinez also had an exceptionally large delegation present. But one of the most encouraging turnouts was the delegates who drove 135 miles from Ukiah. These brothers, in spite of the fact they are working the regular 40-hour week, left Ukiah after their regular work day, reached Oakland just in time for the meeting; participated until late that night, then drove the 135 miles home and reported for their regular work day the next morning. This is an example of the fine union spirit being shown by PG&E workers in building a sound Local 1324 and establishing one organization on the system.

The main business concerned the economic and social welfare program demands which the membership of Local 1324 will negotiate with the company as soon as we have won the coming NLRB election. Delegates came instructed by their membership. New suggestions and ideas were added to broaden and strengthen the program. Local 1324's executive board was instructed to get out extensive publicity on the program and see that it reaches every PG&E worker.

Brother Snyder reported that Ed White, Local 1324's financial sec-

## GOOD & WELFARE

A full report of the California State Association of Electrical Workers was received from Harold B. Mayhew, Local 1324's delegate to the Annual Conference held in Los Angeles. Our membership voted to write Bro. Mayhew thanking him for his report.

This conference, Bro. Mayhew states, was concerned mainly with accomplishing three matters. These are:

1. Any law affecting electrical workers.
2. Apprenticeship training.
3. Safety rules and regulations.

Bro. Mayhew covered the discussion centering around these three points in great detail. Here are a few of the highlights:

Every effort is being made to protect electrical workers by fighting any legislation which is detrimental to their interests and also by fighting for improved state laws which will further protect them.

On apprentice training a continuous effort is being made to see that Utility workers are trained properly for advancement and that they receive top journeyman pay after satisfactorily completing their training period. This is something all utility workers have been attempting to achieve for many, many years. As things stand at present, many workers are compelled to do journeyman work for years at a much lower rate of pay.

On safety rules and regulations the conference endeavors to have these improved at all times and see that they are enforced. At the present time the state inspector's staff is greatly undermanned and a lack of safety enforcement results. This must be corrected.

—Unit 3 Publicity Committee.

retary, spent a full day in San Francisco last week contacting PG&E workers at substations and street gangs. They told Brother White they had decided to join us because of the do-nothing policy of the UWUA. They didn't like the way UWUA had agreed to the company's proposal to take job bidding rights away from some of the steam plant workers and they felt the company was getting away with murder as far as the job bidding rights of PG&E workers generally were concerned. "The company," as they put it, "awards jobs to just about anyone they choose and now there's a report that they are going to do away with the bidding system entirely and UWUA is going to let them get away with it."

Sec. 34.66, P.L.&R.

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