U.W.U.A. Cliques Will Be Voted Out

Officials of IBEW Local 1324 studied many reports flowing across their desks recently from the Oakland district and agreed that it should be pointed out to the employees in that area they could expect action from many of the matters worrying them the minute the NLRB announces the date for the forthcoming election for selection of a bargaining representative.

The clique in UWUA Oakland Local 134 that has kept that outfit hanging together by intimidation, boycotting of employees who dared to express opinions on how affairs were conducted, and by misleading propaganda will be out on a very flimsy limb when the election date is set.

Not only will the NLRB not permit any intimidation once the NLRB moves in for an election, but the company will also be required to remain strictly neutral.

With IBEW sentiment continuing to mount in the four Bay divisions, and especially in the so-called UWUA Oakland stronghold, UWUA officials will be practically orphans when the election is set.

To those employees in the Oakland district as well as in the other districts who are chafing for the election, Local 1324 officials ask that patience be exercised and UWUA propaganda be ignored.

There is no instance on record where the employees of a large corporation such as the PG&EE have been denied the democratic right to choose their own bargaining representative through the NLRB, once those who petitioned for such an election have qualified under NLRB and Taft-Hartley regulations. IBEW, the petitioner for the PG&EE election, has qualified and no hearing could have been held.

If a lot of employees had not been bounced out of their jobs without reference to their seniority, if the layoffs had not coincided with the return of their officials to the UWUA "clambake," and if those officials had not only not paid any attention to the layoffs, but continued to do nothing about a host of other grievances, the members of UWUA's Oakland Local would probably have paid little attention to the fact that the officials of that outfit had been hob-nobbing with company officials at the "clambake."

Progressive unionism requires that union officials meet with employer representatives from time to time to build good will, and such meetings, when sincerely approached, can help to build good unions.

However, the presence of UWUA Local 134 President Walter Jordan, and former Business Rep. Ernest Phillips at the Oroville clambake which was also attended by most of the company brass can hardly be termed "mutually advantageous" when the one-sided deal the employees have been getting in the past few months is considered.

Utility Facts has tried to stay away from personalities in this campaign, and the IBEW pitch has been concentrated mainly on items of education about IBEW benefits and these benefits have been compared to what the UWUA had to offer.

But when officials of a union bearing the responsibility for contract enforcement not only consistently ignore the rights of their own members but all others covered by the contract, when contract violations have been repeatedly called to their attention by their own members as well as by the IBEW, when they continue to do nothing about matters which threaten the future of unionism on the whole system such individuals should be singled out for the criticism they deserve.

With so many important matters in their laps for solution or action, it is hard to understand how they can manage to spare the time for sightseeing of the sort that went on up at Oroville.

It is fortunate that PG&EE employees are getting so many opportunities before the election to see behind the UWUA smokescreen of propaganda and get the real picture of UWUA officials, and UWUA unionism. It is unfortunate that...
IWEB Side of PG&E

Unit System In
The 11 Divisions

How is the unit system working out for the 7,000 PG&E employees in the 11 outlying divisions where the IWEB exercises the bargaining rights? Because Local 1324, IWEB, is set up in the four Bay Divisions on the unit system, how the system works to the benefit of the employees involved should be of interest.

In all there are 62 IWEB units in the 11 divisions, each with its own set of officers. Units are represented on the Local 1245, IWEB, executive board, which meets once every three months or oftener if necessary. It is a group meeting with a Local 1245 business manager or assistant business manager present.

With units scattered from the Oregon border to the Tehachapis it will be seen that the business managers really get around a lot and because they do keep in close touch with all employees. Size varies from 20 members to some units with more than 700 members, but regardless of size or location each group receives identical service.

The assistant business managers are assigned new territories from time to time to ensure familiarity with all phases of system operations.

The assistants meet each Monday with the business manager, report on conditions throughout the Local 1245 jurisdiction are heard, and steps are taken to give proper attention to all problems discussed.

Service is the watchword of these Monday meetings, and no matter what goes uninvestigated. Where adjustments are needed from the company to correct some situation such adjustments are sought.

Policy matters are taken up by the executive board. Only matters affecting the interest of all members and Local 1245 are considered. Full autonomy to act on matters of a local nature is retained by the units.

In addition to the PG&E's 7,000 members, Local 1245 represents the employees of these utilities in Northern California:

1. Sierra Pacific Power Co., whose field operations extend from California and Nevada east to Utah.
2. Sacramento Municipal Utilities District.
3. Nevada Irrigation District in Nevada County, Calif.
4. Sacramento City Lines. Local 1245, IWEB, has been instrumental in negotiating the highest wage rates in the West for this type of industry.
5. Truckee-Carson Irrigation District.

All contracts are submitted to the units for their ratification. A majority of the Local 1245 membership then guides the action of the L. U. 1245 Executive Board in the final processing of agreements and contracts.

IWEB at Demo Jobs Panel Talks

(Continued from Page 1) led the entourage from the Administration's official family.

What impressed me most about the conference," said Snyder, "was the fact that such top administration men as the Secretaries of Agriculture, Interior, and Labor were attempting to learn first-hand about our problems and we unloaded a lot of them.

"For instance, in the job panel, discussions, Secretary of Labor Maurice Tobin and other members of the President's cabinet were told about Labor's concern with Armed Forces' violations of the Bacon-Davis Act (prevailing pay for government civil employees), discrimination against the West in the allocation of ship and airplane construction; and unemployment." McCall, Rep. Feely observed that previous to the conference Labor efforts to win a hearing for important projects went through "channels"—national headquarters of AFL, legislative representatives, government bureaus, etc., often getting lost in mazes of red tape, and seldom getting to top government officials in the form originally intended.

With heavy layoffs recently among PG&E personnel, Snyder took a more than passing interest in the jobs panel discussions. Under consideration were such matters as allocation of more public works in the West to stem growth of unemployed rolls, enactment of minimum wage laws and increasing unemployment benefits.

A related panel discussed the power situation in the West. Snyder and Feely also attended these talks, for the IWEB tries to serve progressively the interest of its members.
Seven Years of Progress
By Charles Mason, Local 1245 Bus. Mgr.

Overtime pay guaranteed at one and one-half times the straight rate of pay for all time worked outside of scheduled work hours.

Choice of vacation period by seniority.

Eight holidays per year with pay; a guarantee of six holidays with pay per year as a minimum.

Full expenses when away from established headquarters.

Meals furnished and paid for by the company and the time to eat them at company expense on overtime worked.

Travel time at a straight rate on emergency work.

When away from established headquarters, payment of one hour for each hour spent away from homes on weekends.

Job security guaranteed by contract in cases of seniority, promotion, transfer and demotion with a minimum notice of 10 days in cases of lay-offs.

Regular weekly status of employees guaranteed after six years of probationary service.

Safety conditions improved and strengthened.

Establishment and use of bulletin board for grievances.

Ten days sick leave per year, with one-half of unused portion per year allowed to accumulate for five years and full accumulation after 10 years of service.

Elimination of standby duties.

Establishment of shift differential pay of four cents per hour for the second shift and six cents per hour for the third shift.

In addition to the above numerous items, the clerical force has gained the elimination of sex differential; the elimination of area differential and the elimination of overlaps in classification pay.

The General Construction Department also gained the above enumerated conditions as well as $2.50 per day on each separate job and the opportunity to bid for Division jobs.

GRIEVANCE PROCEDURE

This section is without doubt the most important part of your union contract and the full and proper use of this grievance procedure guarantees the members of the union the right to seek correction of any abuses of the contract or any discrimination against them as individuals without fear of any reprisal on the part of management. This section is in reality the police force of your contract and has given the membership a means of expressing their desires and troubles to the division management.

WAGES

The following are a few classifications which will give you an idea of what your organization has done on the wage problem.

Division Physical

Lineman—Sept. 1, 1942, $48.40 per week, end of one year; March 1, 1949, $77 per week; gain, $32.20 per week.

Laborer—Sept. 1, 1942, start $5.68 per day, end of one year $33.40 per week; March 1, 1949, $55.20 per week; gain $29.80 per week.

Operator—Sept. 1, 1942, 14 classifications, $38 to $49.20 per week; March 1, 1949, 4 classifications $75.65 to $75.75; gain $19.65 to $26.30 per week.

Fitters—Sept. 1, 1942, start $44 per week, end of one year $45.20 per week; March 1, 1949, $58.70 per week; gain $23.50 per week.

General Construction

Laborers—Sept. 1, 1942, $5.60 to $7.20 per day; March 1, 1949, $5.20 to $8.20 per week; gain $2.50 per week.

Lineman—Sept. 1, 1942, $11.10 per day; March 1, 1949, $81.65 per week; gain $26.15 per week.

Fitter—$8 to $10 per day

Fitter—Sept. 1, 1942, $8 to $10 per day; March 1, 1949, $85.35 to $97.80 per week; gain $27.85 per week.

Clerical

Clerk-A (Men)—Sept. 1, 1942, $39.65 to $51.20 per week; March 1, 1949 (Men & Women), $72.95 to $78.85; gain $19.50 to $77.85 per week.

Clerk-A (Women)—Sept. 1, 1942, $35 to $45.40 per week; March 1, 1949 (Men & Women), $72.95 to $78.85; gain $34.15 per week.

Stenographer-A (Women)—Sept. 1, 1942, $51.50 to $60.80 per week; March 1, 1949 (Men & Women), $72.95 to $78.85; gain $34.15 per week.

Operator Machine-A (Women)—Sept. 1, 1942, $32.70 to $41.95 per week; March 1, 1949 (Men & Women), $62.65 to $68.50; gain $31.15 per week.

An interesting sidelight to the above wage scales is that the average wage increase for a one-year period would amount to over $1,300 per year, and I think you can realize from this that for the investment you have put into your organization from a dues viewpoint it has been returned to you many hundreds of times over.

As a sidelight to the above comparison I would like to point out that the most important features of these accomplishments is the fact that we have managed to reach your goal and yet have been able to remain on a friendly relationship with the management of the PG&E. Of course, we have had our arguments with them and in some cases very bitter ones, but as a whole on a give and take basis we have fared well as an organization.

I think you will all agree that the above record is something that we can all be rightfully proud of and I cannot begin to give enough praise to your Executive Board members who have acted in the capacity of your negotiating committee and your policy making committee of your local. They have given you real representation at all times and have unselfishly worked for your best interests.

Fundamentally, of course, the real credit for the success of your organization belongs to each and every individual member who has contributed their part in making Local 1245 an outstanding organization.

We cannot, however, sit back and rest on our laurels. The fight ahead is going to be far greater than what we had in the past if we listen to the predictions of our present economists and it means that each and every one of us must work that much harder to hold our gains and benefits which are now ours. However, I feel sure that your organization will continue in the future as it has in the past.

Sincerely yours,

CHARLES W. MASON, Business Manager.
REPORTS FROM THE FIELD

San Francisco Unit 3

Brother Kennedy, chairman of our Organizational Committee, urged our membership to attend the special organization meeting to be held on Thursday, Sept. 22, at 85 South Van Ness Ave. He stated that letters had been sent to contact men wherever they were. He pointed out that everything seemed to indicate that an election date will soon be set, which makes it imperative that we step up our efforts to get more PG&E workers to join and vote for IBEW. Plans must be made to talk with every PG&E worker in San Francisco, both on the job and in their homes. He asked that members come to the meeting with ideas and suggestions which will help us do our job efficiently.

Brother Merrill Snyder, IBEW International Representative, reported attending the last membership meeting of our sister unit in Richmond. The meeting was well attended, with a good representation from the Gas Department. At this meeting the members elected a Publicity Committee which will soon be regularly sending publicity to our paper, Utility Facts. With each meeting the workers are showing keen interest in establishing one organization on the system. Much of the credit for building an IBEW unit on the system must be given to Ed White, who has always been in the forefront of this struggle for union organization among PG&E workers.

Brother Snyder also attended Uliak's last membership meeting and reported that Uliak's just about solid IBEW, with eight applications coming in during the last two weeks.

Local 1324 is working to establish a unit in Vallejo. This is being done through the fine work of many of our members there and also the activity of Brother Gene Husting, who is a member of Richmond Unit 6.

Brother Hastings' days off fall mostly during the midweek and he has been using them to get around Vallejo and talk up our IBEW program of one organization on the system.

In addition to doing organizational work one day each week in San Francisco, Brother Ed White spent a day last week in San Jose with Brother Larry Drew, IBEW International Representative. This is the second trip they have made in recent weeks to contact San Jose workers. Inquiries have been coming in from this area indicating IBEW interest. Brothers White and Drew have visited many workers in their homes and as a result have built up a large number of contacts. Through the joint efforts of some of these contacts we now have an up-to-date mailing list of several hundred San Jose workers. These workers now are receiving our regular IBEW literature.

Recently we lacked space in this column to report an action taken by our membership. On request of some of the members, we shall have our membership unit 3's recording secretary to record all negative and abstaining votes of Unit 3's Executive Committee on all matters that come before them. This move was felt to be necessary in order that the membership know just where the Executive Committee member stand on all issues. This idea was originally advocated by Brother Van Eperlen, who felt it a sound idea inasmuch as it was similar to the effective method which organized labor has used in recent years to keep union voters informed as to how their representatives vote on issues.

—Unit 3 Publicity Committee.

Duquesne Is 100% IBEW Represented

The UWUA lost another NLRB election to the IBEW on September 7, 1949. The duquesne, a facility owned by the Pittsburgh Power and Light Company, was associated with big Duquesne Power and Light and that big utility now is 100 per cent IBEW.

As usual, IBEW managed to discredit itself with the employees who voted by making half-truths the basis for its propaganda and by its disregard for the interests of the workers.

The NLRB elections were held in two Duquesne subsidiaries, Equitable Gas Co. (Telephone Dept.) where the vote was 55 for IBEW and 8 for UWUA; and EquitableReal ESTATE Co., where the vote was IBEW 35 and UWUA 28. Date was September 15, 1949.

As reported early this year in Utility Facts, the IBEW won bargaining rights for the Duquesne employees in 1948 in all departments except the two associated companies, and also excepting the Duquesne Power and Light Construction and Engineering Dept. In the latter department the UWUA retained bargaining rights and promptly signed an agreement with the company which abolished all jobs in the department.

When the vote came in the two associated companies the UWUA made no attempt to contest the election. The Duquesne abdication came home to roost and the employees demonstrated their opinion of such "unionism" by voting UWUA off the Duquesne property.

Thus it appears that the Organization idea appealed to the workers in the Duquesne system as much as it appeals to employees of PG&E.

Ready Brisk IBEW Organization Plans

With an NLRB announcement on the PG&E election expected any day now, final plans for a brisk IBEW organizational campaign were set at a meeting called recently by the S. F. Unit No. 3 Organization Committee, whose chairman is Bill Kennedy and Secretary Jessie Nash.

18 MEMBERS PRESENT

IBEW strength in the most fully organized departments of the unit was assessed and catalogued for use in the minute the election date is set.

All departments are believed to strongly favor the IBEW. UWUA is a factor in S. F. only as a paper union by virtue of the "quickie" contract that has given the company merely the opportunity to write its policy for many years to keep union voters in disfavor with the employees when the campaign starts. The local has been using them to get more PG&E workers to join and vote for IBEW. Plans must be made to talk with every PG&E worker in San Francisco, both on the job and in their homes. It was reported that applications for IBEW membership are continuing to roll in.

Reports show that the IBEW would get a near solid vote in San Francisco, Redwood City-San Mateo, Richmond-Martinez-Pittsburg, and in Santa Rosa-Ukiah-Lakeport-Willits area. In the remaining areas of the state, the employees are adhering to the UWUA only because of the existence of pressure from the UWUA and the lack of support from the company by virtue of the "quickie" contract.

However, the IBEW has made gains in all four divisions since the inception of the campaign, and many more have been signed up recently, many of them key men who will become active contact men the minute the election day is announced.

The Unit 3 committee has scheduled another meeting for October 22. In that meeting further organizational plans will be discussed and put into effect.

Meanwhile, the other six IBEW unions of Local 1324 are about to inaugurate similar committee meetings.

In view of the favorable reports on IBEW progress and snowballing IBEW sentiment from all over the four divisions, the organizational theme shifts from One Organization to the System—the IBEW to "Let's make the vote for that proposition 100 per cent."

Oroville Clambake

Vs. The Layoffs

(Continued from Page 1)

The need for and rights of so many PG&E employees being ignored in the face of each election by IBEW is a little sightseeing around their own backyard relative to the PG&E employees present conditions might be in order.

Who authorized expenditure of UWUA funds for the Oroville trip???