



I.B.E.W. Economic Plan

★ ★ ★ ★ ★ ★ ★ ★ ★

TURN TO PAGE THREE FOR LOCAL 1324's CONTRACT PROPOSALS

The Ohio Power Case— IBEW Intervenes To Protect PG&E Jobs

Because the courts have reversed an NLRB decision which permitted Ohio Power Co. control operators to remain in a UWUA collective bargaining unit, the IBEW will intervene in an NLRB appeal of the lower court decision when the case is filed Oct. 23 with the U. S. Supreme Court.

The IBEW has taken this action because of the repercussions the lower court's decision would have on current Local 1324 efforts to keep 51 classifications of PG&E workers in the bargaining unit. If the decision of the lower court stands it would give the company a basis for excluding altogether some 131 classifications on the pretext that these workers have a "responsibility to direct."

That is the phrase the Ohio Power Co. used to prove its case to the lower court when the decision of the NLRB on the control operators was upset. If allowed to stand, that decision will have far-reaching implications on the entire collective bargaining setup in the power industry.

The UWUA "Light Edition" of the CIO News carried a story about the NLRB appeal in its September edition. Nowhere in the story did the News state that the UWUA Ohio Power local had fought the effort to exclude the control operators when the company went into court. In fact, the News story reported that the decision upholding the company and reversing the NLRB was rendered due to "uncontradicted testimony by the Ohio Power Co." that the control operators had the "responsibility to direct."

Local 1324 officials point out that even a journeyman has the "responsibility to direct" a helper.

If the UWUA fought the Ohio Power Co. contention in the lower court on the exclusion move, no record of such action has thus far come to the attention of IBEW officials. If this statement proves to be incorrect, we will correct it when facts to the contrary are brought to Utility Facts' attention. The exclusion move is a serious matter and both unions should be fighting it.

IBEW intervened in NLRB's appeal to the Supreme Court when it was unable to learn if UWUA intended to assist the NLRB in getting a reversal of the lower court's decision.

Following is a letter from IBEW Rep. Merritt Snyder, who is assisting the Local 1324 campaign. The letter was directed to the office of Intl. Pres. Dan W. Tracy, attention Lou Sherman, IBEW general counsel, and resulted in the IBEW's intervention in the matter.

"Dear Sir and Brother:
"I wish to call to your attention a recent decision by the Sixth U. S. Circuit Court of Appeals, which reverses an NLRB ruling including control operators in the Tidd Plant of the Ohio Power Co. as part of the bargaining unit of UWUA-CIO. Circuit Judge Allen used Section 2 of the Taft-Hartley Act as his basis for excluding control operators.

"The phrase 'responsibility to direct' did the damage. UWUA, our information states, failed to appear in court to contradict the power

(Continued on page 2)

What Happened at Paso Robles Meet?

Recently the UWUA advertised the fact that a meeting principally attended by gas department and irrigation delegates and except for a few power house employees at Long Beach and Redondo and a hand full of employees at Coos Bay Oregon, the UWUA represents only the PG&E members left on its PG&E "island".

With few power delegates at the Paso Robles meeting it would be interesting to know what subjects were discussed, and what plans if any laid.

The IBEW elects delegates from the membership to attend conferences. When these delegates return they submit reports to the membership.

Recently Harold Mayhew of the Martinez Unit of Local 1324, who was delegated to the Los Angeles Conference of the California State Electrical Workers, submitted a written report on what transpired. It was published in full.

If such a report was submitted by a UWUA member on the Paso Robles meet it has not come to the attention of Utility Facts.

Coastwide IBEW Meet in Seattle

Representatives from all IBEW locals in the IBEW 9th District, which includes four western states, Hawaii and Alaska, will converge on Seattle this weekend—Oct. 21 and 22—for the District's annual progress meeting.

One elected delegate and one official will be present from each of the IBEW locals.

Oscar Harbak, IBEW vice-president for the 9th District; Charles Foehn, San Francisco, Executive Board member of the International for the District; and Exec. Board Chairman Charles M. Paulsen will be among the top IBEW officials present.

Progress on the IBEW policy set by the last IBEW convention will be reviewed, notes exchanged, and machinery set in motion for aiding those locals which have had difficulty in carrying out IBEW objectives in their districts.

Local 1324 will be represented at the meeting, and a full report carried in Utility Facts. The meeting is another example of how the IBEW works for the interests of PG&E employees on an area-wide basis.

L.U. 1324 Informal Dance

Redwood City Unit No. 2, Local No. 1324, I.B.E.W., A. F. of L. invites you to attend an informal dance at the Boots and Saddles Lodge in La Honda
Friday, Oct. 28, 1949, 8 p.m.

Admission \$1.00 per couple. Good music and entertainment.
For information and tickets contact Russell Place, 532 Hamilton, Redwood City, phone EMerson 6-2161, or Local No. 1324
GLEncourt 2-1600

UTILITY FACTS

Official Organ of IBEW
Local 1324



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

**'If' UWUA Acts
On Grievances,
Credit Loc. 1324**

After three straight issues in which Utility Facts scored the UWUA for inaction of layoffs out of seniority the UWUA finally acted last week—according to the Newscaster. No mention was made of any action being taken on many other grievances and contract violations which Local 1324 has called to the attention of UWUA.

One of the most recent and most important was the recent order to meter readers to prepare to work in the rain.

On the seniority violating layoffs, the UWUA officials submitted a program to the membership which was okayed by them. Meanwhile the UWUA was going through all of these maneuvers to get authority to act which they really had all the time the violations of seniority had continued.

Whether these officials will now act remains to be seen. Meanwhile the UWUA's Newscaster was playing up the layoff scare. At the same time, it was being insinuated to the employees that because of the UWUA had the contract the officials would act only for members who stayed in line.

If the contract was violated where IBEW members were concerned apparently that was going to be all right. The sanctity of the contract is more important in this campaign than the position of any union official or any union. Without an effective contract and enforcement of every provision written into it, the employees have nothing.

It takes about an acre of sweet clover for each strong, healthy hive of bees.

American motor vehicles require about 20,000 tons of steel every year for license plates.

American businessmen are investing more and more money overseas. At the end of 1948, total U. S. private investments abroad were more than \$17 billion. Before the war the figure was \$7.3 billion.

**IBEW INTERVENES IN
OHIO POWER CASE**

(Continued from Page One)

company's testimony. Evidently UWUA is not fighting the case. General Counsel Denham, we believe, could appeal to the Supreme Court but without UWUA testimony forthcoming he may take no action.

"It is my opinion, this ruling sets a precedent which is far-reaching and has a direct bearing on the PG&E case, since the company has requested the elimination of 51 classifications from the bargaining unit under the guise in many cases of these classifications being of a supervisory nature.

"Should this case go unchallenged, it is again my opinion PG&E would appeal any board decision favorable to IBEW allowing these 51 classifications to remain in the bargaining unit. It is also my opinion this ruling would affect thousands of workers in all utilities throughout the nation.

"The phrase 'responsibility to direct' could be applied to many classifications of workers who have never been considered heretofore supervisors. I will follow this up with a detailed report on the case, and its effects on the local situation which could be tied in directly with this court ruling. I will appreciate your looking this case over and taking the matter up with President Tracy and, if possible, get in touch with our attorney, Matt Tobriner, who is either in Washington, D. C., or at the A. F. of L. convention. He intended to contact you on his visit to Washington.

"Any information as to how we could proceed from this end would be greatly appreciated.

"Sincerely and fraternally yours,
MERRITT G. SNYDER,
Intl. Representative."

Following is President Tracy's reaction to the Snyder letter:

(Via Western Union) "Sherman (IBEW general counsel) has checked with the Board. Department of Justice has authorized Board to file petition certiorari in Supreme Court. Filing date October 23. Board interested in information on number of similar employees involved in utilities industry. Please include data on this subject in your detailed report. This may be of help in getting Supreme Court to accept appeal of Government for consideration.

D. W. TRACY,
Intl. President."

The hearings in San Francisco early this year on the IBEW petition for an NLRB election were delayed while the PG&E management offered evidence in support of a bid to have 1,675 men in 51 classifications removed from the bargaining unit.

At that time Local 1324 marshaled about 16 witnesses in an effort to refute company conten-

**Things for Bosses
To Remember**

Human nature being what it is, it is inevitable that a few newly made PG&E employees with supervisory authority feel bound to go "overboard" when they deal with their former employee associates. As non-union employees of the Company, some of these new-born bosses dedicate themselves to anti-unionism at all costs in an effort to draw the Company's attention to their misguided courage.

Whatever the Company's policy of employee relations may be, its most important and basic one is certainly to get the best from each of its employees. Union-baiting and back-biting former associates for their adherence to unionism is certainly no way to go about getting the best from them in cooperation and production.

It would be well for many of these misguided supervisors to realize that their own conditions are built on the conditions of the average PG&E employee and have a direct relation to such conditions. This is true of wages, also. And supervisors are still employees.

Also, that their longevity in their new positions will be measured in terms of production and ability to get along rather than in terms of how tough and vindictive they can be with union-minded employees. If they ever fail in their jobs for any reason they will be dropped quicker than the average union man. They may wish they had some decent, union-made conditions to go back to working with tools again.

A white shirt and tie do not give an individual the right to browbeat a man in a pair of overalls. Fortunately there are only a few such supervisors on the System. They are mostly newly-promoted. Older supervisors with such tendencies have long since been eliminated by the Company, or have taken time out to think things over.

In fact any strutting supervisor who thinks he is going to eliminate unionism on the System single-handedly is in for a rude awakening. These self-appointed and anointed tough guys only succeed in the long run in making working men realize the necessity for strong labor unions.

The most successful supervisors on the PG&E have outstanding ability and manage to do a job for the Company and still keep the respect and admiration of both the Company and their men.

In London (population 8 million) last year, 400 were killed and 10,000 injured in traffic accidents.

Income taxes collected last year beat the British Government forecast by \$711,348,000.

The UWUA also had some witnesses present—not more than six—including Mr. Shedlock.

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

1324 EXECUTIVE BOARD — 3rd Friday of each month, 8:00 p.m., 85 So. Van Ness, San Francisco.

UNIT No. 1—MARTINEZ
2nd and 4th Monday of each month, 100F 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 Committee), 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, JEROM WOERNER, WILLIE TOWE, KARL J. ADKINS and 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-Chairman
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. J. 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. Secretary
STEPHEN L. TINGLEY Executive Board
ERNEST E. J. LEWIS Executive Board

I.B.E.W. Economic Plan

* * *

* * *

* * *

* * *

HERE'S LOCAL 1324's IMMEDIATE AND LONG RANGE PG&E PROGRAM

In the box on this page is the Economic Program which will be proposed to the Company if and when IBEW Local 1324 becomes the official collective bargaining representative.

It is the product of countless committee meetings, executive board consultations and unit meeting discussions. Officials of Local 1324 feel that its 18 points reflect the aspirations of every Bay division PG&E employee; that is a reasonable program and can be sold to the Company and that a majority of Bay division employees will take the first step toward making it a reality by arming a negotiating committee with an overwhelming IBEW vote in the coming NLRB election.

Naturally the most essential parts of it will be pressed first with the ultimate objective being to have every one of the 18 provisions included in a working agreement with the Company.

Wage increases for all employees, job reclassification, grievance settlement, and contract strengthening will be "musts" in negotiations. Negotiators will seek to lay the groundwork for eventual inclusion in the contract of every one of the 18 points.

Officials of Local 1324 stress that the program is flexible and the list of objectives may be expanded if the employees themselves indicate that is their desire after the NLRB election. An IBEW victory in the election will amount to a virtual endorsement of the program.

All PG&E employees are urged to study the 18 proposals carefully. Any important provisions which may have been overlooked should be called to the attention of the unit program committees after the election.

However, it should be pointed out that the program represents the thinking of a majority of present IBEW members. Officials feel that these members are also a majority of the 5000 employees in the four Bay divisions.

More than five months of inquiry, sifting of ideas, weighing them, and acting upon them went into the proposals.

Economic program committees were first elected by the seven Local 1324 units. They developed proposals and got them okayed by their memberships. Then a central committee was formed to coordi-

An Economic Program For Bay Division Employees

1. A business manager and full time business representative serving the membership of the Four Divisions.
2. Wage increases across the board. Wages, inequities and job reclassifications to be given a thorough study in conjunction with Local 1245 with the objective of joint negotiations.
3. An adequate pension with joint union-company administration.
4. Improved hospitalization and health plan.
5. All grievances now existing will be part of negotiations.
6. Uniform grievance machinery for the four divisions now; with the ultimate objective system-wide grievance machinery. Accrued campaign grievances to be cleared up.
7. Clarification of contract section defining classifications. Proper pay for work performed.
8. A joint union-management apprentice training program, with progression increases at definite intervals and full journeyman's pay on completion of training.
9. Cooperation with other Coast IBEW Utility unions for establishment of a unified coast-wide program and contract.
10. Improve arbitration machinery. Use it when necessary.
11. Local autonomy such as other IBEW Utility locals have.
 - (a) Election of all officers by referendum ballot.
 - (b) Write own by-laws to be approved by membership.
12. Establish proper G.I. training program. Contract guarantees of seniority for those inducted into services.
13. Complete organization of clerical workers.
14. Maintain cooperation with IBEW Local 1245.
15. Establish a joint union-company job bidding committee which will determine job awards.
16. Stronger seniority guarantees in the contract. Rewrite all sections which need strengthening.
17. Make both Armistice Day, Admission Day and Election Day paid holidays. Improve holiday conditions.
18. That these recommendations be approved by a majority of Bay division employees. (They have already been approved by a majority of IBEW Local 1324 members.)

nate the ideas. This committee held numerous joint meetings with the Local 1324 executive board and certain proposals were referred to the board for research. Some matters were taken back to the Units for discussion and action.

When officials began to enumerate the 18 proposals which finally emerged from all of the meetings and sub-meetings it was necessary to pour through the minutes of half a dozen meetings to find what the official program actually was.

The fact is commentary on the democratic manner in which they were drawn. Some members of the committee travelled 200 miles to participate in discussions.

Just what is to become of the program, how much of it is to be realized, hinges largely on how well the One Organization on the System slogan of IBEW Local 1324 has taken in the Four divisions.

Union-minded employees on both sides of the system have dreamed of that objective for years. They

PG&E Release on Expansion Plans

(The following item is reproduced from the San Francisco Call-Bulletin and is interesting in view of UWUA rumors about job layoffs.)

Reflecting tremendous population growth in northern and central California, the Pacific Gas and Electric Company today was pushing forward on the largest gas construction program in company history—totaling nearly \$120,000,000.

Projects now under way or authorized so far this year will cost about \$75,000,000, according to W. G. B. Euler, vice president and general manager. Outlays from 1945 to 1948 inclusive totaled about \$43,000,000.

MILLION CUSTOMERS

The record-breaking program, Euler said, "was made necessary in part by deferment of construction during the war and to a greater extent by the extraordinary increase of demand for natural gas in the territory we serve." PG&E now has nearly 1,000,000 gas customers, or about 48 per cent more than in 1940, and 55,000 customers were added to the system in the past year, Euler explained.

Many hundreds of miles of new transmission and distribution pipelines, storage holders, compressor stations and other facilities are included in the new program.

"SUPER-INCH" PIPELINE

Preliminary work is under way on a 17,000,000 cubic foot capacity gas holder in San Francisco, while one of similar size is nearly completed at Richmond. Underground storage for 6,000,000 cubic feet is planned at San Rafael.

Outstanding on the list of projects is the 1,600-mile "super-inch" steel pipeline transmission system to bring natural gas here from Texas and New Mexico fields.

have also wanted, for a long time, to see many of the 18 points included in a Company-Union agreement. One organization on the system and accomplishment of the objectives in the program go hand in hand.

A vote for One Organization—the IBEW—is a vote for the IBEW economic program. With the election near every employee is urged to be IBEW, talk IBEW.

A vote for IBEW is a vote for YOU, and YOURS.

Here We Go Again— NEWSCASTER CAME OUT LAST WEEK

Recently the UWUA sent out an order that the Newscaster should not be distributed generally, should not be put on the bulleting boards, but should go only to the stewards for their general information.

But last week, after repeated blasts from Local 1324 for non-enforcement of the contract the UWUA decided to resume general circulation of the Newscaster for one issue to show that it was doing something about job layoffs out of seniority.

"We are against them," the UWUA officials said. A committee had visited the Company and demanded to know why, when and where the layoffs were going to takeplace. The Company replied that it did not know but were told, according to the Newscaster, "We're agin 'em."

According to the daily Newspapers the only important layoffs had occurred in the vicinity of the Feather River where new projects were being completed. No new large scale layoffs were contemplated.

Yet two weeks ago a UWUA Napa official was going around talking about getting closer to the UWUA because 3000 layoffs were coming up. The following week, (October 3) the Newscaster carried a headline: "Layoff jitters strike PG&E".

Almost at the same time the daily papers were carrying a story about \$75,000,000 worth of PG&E gas construction projects for this year. Total PG&E expenditures planned for gas expansion alone was \$120,000,000, largest in its history, PG&E said.

The same issue of the Newscaster also said: "The September 21 issue of Utility Facts carried an appropriate subject heading, What the IBEW is doing about layoffs. The article (in Utility Facts) failed to mention that the IBEW is doing just exactly what it always has done and continues to do and that is to sit right down with the Company and AGREE. This time, according to Utility Facts, the IBEW agrees to the lay-off and then proceeds to tell how the IBEW agreed with the company to an interpretation of the IBEW contract on how the layoffs should occur. The IBEW has always been willing to do that."

Right. The IBEW is willing to sit down and work out a program with the Company that will protect the employee's rights and conditions.

The Newscaster forgot to mention that the agreement it spoke about was on a section of the

system that is not plagued by lay-off jitters such as those generated by UWUA. The agreement covered employees in one sector of the 11 divisions where IBEW Local 1245 is the bargaining representative.

The instance mentioned covered Fresno layoffs due to tapering off of expansion projects in the area. One hundred and twenty were laid off, reportedly out of seniority. IBEW Local 1245 insisted that all of those terminated be put back to work and layoffs be resumed subject to seniority and review by IBEW officials. That was done and only 50 were subsequently laid off, mostly construction department workers.

Not mentioned, either, was the fact that in the Bay divisions, the UWUA is the sole bargaining agent until the employees are freed from the UWUA chain gang by their own vote in the coming NLRB election.

The Newscaster also scores Utility Facts for not publishing figures on the Company's earnings, and on the company's financial ability to carry workers on its rolls which it may not need.

Local 1324 IBEW has plenty of financial data in its files on the Company. When the Local becomes the officials bargaining representative after the NLRB election that data will be at the disposal of the representative negotiating committee picked by the employees of the four divisions.

Meanwhile, Local 1324 is glad to know that the UWUA also has data. There should be no excuse then for not doing everything in its (the UWUA's) power to act on what layoffs do occur in the four divisions.

There is another interesting article in the Newscaster relating to the conduct and the responsibilities of its officials. It says: "Actually, the IBEW members were not consulted and did not vote to authorize any interpretation of the contract (in reference to the IBEW Local 1245 action on layoffs in its sector)."

Consulting the membership on how to interpret the contract! Passing the buck back to the membership for inactivity.

Apparently the Utility Facts articles on UWUA inactivity have hit where they were meant to hit.

The membership makes and approves the contract. At least they had a lot to do with the present contract until UWUA President Fisher and Mr. Shedlock took it over.

The contract says certain things are thus and so — the employee

REPORTS FROM THE FIELD

Martinez Unit No. 1

At our regular meeting of Oct. 12 considerable discussion was held in regards to the recent case of the Tidd Plant of the Ohio Power Co. The Court ruled that Control Operators should be excluded from the bargaining Unit of UWUA-CIO on the basis that the Control Operator has "Responsibility to Direct" and therefore under the Taft-Hartley Law cannot remain in the Union. UWUA's laxity in not fighting this case will have a direct bearing on our case now before the NLRB. If this precedent is established, PG&E can raise their present demand of 51 classifications to over 100 classifications to be excluded from the bargaining unit. However, prompt action by our International Office will no doubt get a reversal of this decision in the Supreme Court.

Bro. Drew reported that our organization drive is going good in the San Rafael area and Brother Hastings is making good progress in the Vallejo area.

Two of our brothers are reported in the Merritt Hospital in Oakland, Bro. John Blair of Martinez Steam and Bro. L. Garner of Contra Costa Sub-Station.

Bro. R. T. Weakley was elected Alternate Delegate to the Central Labor Council of Contra Costa County.

Publicity Committee, Unit 1

* * *

Redwood Unit No. 2

It happened here—

About the last week in September the PG&E shuffled the forces

has certain rights in certain matters. It is up to the stewards of the contract—the UWUA officials—to see that the employees enjoy those rights.

When the employees fail to get a square deal it is time to get some new officials. That's what Local 1324 officials and active members have been saying all along. That's why a collective bargaining election will be held in the near future.

After that the employees can elect officials who will not need to run back to the membership for advice every time the Company drops a problem in their lap. They can elect officials who will act like union officials.

of the Electrical Department in San Mateo. When the smoke cleared one light truck line was idle and several men were demoted slightly. As near as I have learned seniority was not violated.

CONSUMER HIT HARDEST

In the days that have followed a number of new consumers in the area have had to clamor to no avail for service. Several have had to move in several days before our company got around to connecting their lights. Also, overtime has been worked several times to keep these cases at a minimum. (Even the demoted employee's overtime rate is higher than their old straight time rate). Ever hear the old saying, "He cut off his nose to spite his face."

We shouldn't worry too much about such lay-offs. We know they are done (and talked about) to scare us. The work is here and if it is not done this month it will have to be done at some future time at greater costs to our employer in wages paid to some of us, so let's continue to pull together as we have in the past and remember that a gain for one is a gain for all.

Unit 2 Publicity Committee

* * *

San Francisco Unit 3

In an organization meeting of Unit 3 held at 85 So. Van Ness Ave. it was resolved to keep these offices open Thursday evenings for organizational activity.

At the meeting ad lib discussion with some committee members with over 30 years PG&E service brought out definite statements regarding Union gains on the System. It was pointed out that an active group in UWUA had gotten benefits for workers through that Union. Most of that active group are now in the ranks of IBEW. "Men fighting for conditions, got the conditions and not the organization."

As election time draws near the need for real union representation on the system becomes increasingly apparent. That sort of representation that makes local autonomy a reality, which aims for the greatest good for the greatest number of PG&E workers. On such basic principles the IBEW makes its case.

Publicity Committee Unit 3

Sec. 34.66, P.L.&R.
U. S. POSTAGE

1c PAID

Oakland, Calif.
Permit No. 1283