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 31 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 151 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 company used to prove its case to the lower court decision.

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

If the UWUA fought the Ohio Power Co. construction 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...

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 band 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 Fos Chin, 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

G.L. court 2-1600
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 classification 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, thus reducing these 51 classifications to remain in the bargaining unit. It is also my opinion this ruling would impact 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 directly into this court ruling. I will appreciate your looking this case over and taking the matter up with President Tracey and if favorable, get in touch with our attorney, Matt Tobriner, who is either in Washington, D.C., or at the A.P. 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 Tracey'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 Oct. 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 to in getting Supreme Court to accept appeal of Government for consideration.

D. W. TRACY,
General Counsel,
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 the same 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 "overboard" when they deal with their former employee associates. As non-union employees of the company, some of these new-born supervisors would like to get away from the 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, it's most important and basic one is certainly to get the best from each of his 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. The Company should 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 each other. 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.

American white collar workers do not give an individual the right to browbeat man in a pair of overalls. Fortunately there are only a few such supervisors on the System. They are mostly newly-promoted. Other supervisors with similar agencies 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 appointed guys only succeed in the long run in making workers 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 by the Federal Government forecast to be $711,348,000.

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

Local and Unit Officers

LOCAL 1294
M. A. WALTERS Vice-President
H. E. ROGERS Business Manager
ED WHITE Financial Secretary
WILLIAM JONES Treasurer
B. E. LIEBSCHER, EMIL HINTZ, ALBERT TIEGEL, JEROM WOERNER, DONALD VARDE Exec. Board

UNIT No. 1—MARTINEZ
WILLIAM HAARS Executive Board
PATRICK McFADDEN Vice-Chairman
W. M. KENNEDY Executive Committee
EMIL HINTZ, ALBERT TIEGEL, W. LEMON, CARL E. JUDKINS, JOHN FANTE, WM. M. RENO, WILLIE TOWE, ERNEST E. J. LEWIS, WM. W. KENNEDY, JESSE NASH, WM. M. RENO, JANIE NEFF, FRED WOLGER Asst. Financial Sec., Recording Secretary

UNIT No. 1—MARTINEZ
HARRY SHELTON Asst. Financial Sec.

UNIT No. 2—REDWOOD & SAN MATEO
WALT MILANDER ... Asst. Financial Sec.

UNIT No. 3—SAN FRANCISCO
P. B. HYNES Asst. Financial Sec.

UNIT No. 4—SANTA ROSA
ERNEST E. J. LEWIS ... Executive Board

UNIT No. 5—RICHMOND
B. E. LIEBSCHER, EMIL HINTZ, ALBERT TIEGEL, JEROM WOERNER, DONALD VARDE Exec. Board

UNIT No. 6—SAN FRANCISCO
HENRY VAN ERKELENS Vice-Chairman
ALBERT TIEGEL Chairman
HERNIE VANKELENS Vice-Chairman
JEROM WOERNER Recording Secretary
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 progressions increases at definite intervals and full journeyman's pay on completion of training.
9. Cooperation with other Coast IBEW Utility locals 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.
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.
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.)

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 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 layoffs should not be announced, though they were to be forthrightly implied. The order should not be put on the bulletin boards, but should go only to the stewards for their general information.

But 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 layoffs 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 the San Francisco area.

Not mentioned, either, was the instance mentioned covered the San Francisco area. The Newscaster also scored the IBEW 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 official bargaining representative after the NLRB election that data will be at the disposal of the representatives 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 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 responsibility 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 contracts. The contract says certain things are thus and so—and the employee..."