



An Open Letter—

TO THE NATIONAL LABOR RELATIONS BOARD IN D.C.

The IBEW, though opposed to the Taft-Hartley act, has attempted to observe the letter of that law since its inception. Your honorable body, the NLRB, is supposed to be the custodian of that act. You are supposed to see that both employers and unions get a fair deal under that act. The IBEW has used your good offices on countless occasions. Though there have been decisions handed down by you that were not always to the liking of IBEW members, the IBEW has accepted those decisions in good faith and abided by them.

That is as it should be. Conditions in this great nation would be chaotic, indeed, if individuals or organizations were permitted to flaunt every law which they did not like. The IBEW has not liked the Taft-Hartley act because it believes it is a bad law. But it will continue to abide by it and by the decisions your Board renders under it until such time as the people of this nation agree that it is a bad law and send enough legislators to Washington to erase it from the books.

The IBEW has complied with the rules of your board and the provisions of the Taft-Hartley act in its petition for a collective bargaining representative election on the PG&E properties. It intends to abide by any decision your Board may render in connection with that petition.

However, if the language of that act means what it says, the IBEW is entitled to a decision on that petition and it is entitled to that decision NOW!

It is entitled to such a decision on the basis of the following facts:

1. That the NLRB regional Hearing Officer qualified the IBEW to petition for an election under the terms of the Taft-Hartley act. Its officers have filed the required non-communist affidavits and in every way complied with the law.

2. No delay in the rendering of a decision on the election petition is valid in the light of the foregoing. The right of the employee to select his bargaining agent is the only matter your Board can in fairness consider.

3. The IBEW first petitioned for an election last November—nearly a year ago. Your Regional Hearing Officer exercised great restraint throughout the subsequent hearings in the face of obvious UWUA-Company efforts to delay and prolong those hearings. IF the UWUA and the Company had an ulterior motive for seeking such delay, then further delay on the final decision in this case is playing into the hands of UWUA and Company officials.

4. This unprecedented dragging out of a so-called democratic process was due in part to maneuvers of the PG&E and in part to obvious stalling of the intervening union, the UWUA.

5. The UWUA spread the word around among its members that there would never be an election. Yet the IBEW has repeatedly told its membership that the UWUA had no "in" with your body, that the hearings would be completed eventually, and an election decision given.

6. Your Board has had the case under advisement now for five months. You have not announced your decision. In that time a union endowed with less fortitude, lesser faith in the democratic principles which brought about its formation, would have withered on the vine and died.

7. Yet today the IBEW in the four Bay divisions of the PG&E is stronger, has more members than when it was first begun. A check of the IBEW books will show that a great majority of the PG&E employees want it for a collective bargaining representative.

8. The IBEW realizes that some study is required on that phase of the petition in which the PG&E attempted to have the workers in 51 classifications excluded from the collective bargaining unit.

But dragging out of time for this purpose is no excuse for denying the democratic process to the PG&E workers. **Let the workers choose their bargaining representative now, so they can enjoy the protection of union representation.** The matter of the 51 classifications can be decided any time.

9. If your Board does not realize the many ways in which unionism suffers on the PG&E system while you ponder a decision, you are so advised that union rights are abridged in countless ways. However, the IBEW has filed no unfair labor charges because that would mean more delay.

10. For the past months the IBEW has been telling its membership that an election on the PG&E was in the offing. That advice was given in good faith, in the belief that the NLRB is administered fairly, in the interest of the worker, and if that fact is true, an election would indeed be forthcoming.

11. However, it is not within the province of the NLRB to decide that an employee may or may not belong to a union merely by withholding from such employee the right of the ballot. It is for the employee himself to decide who shall represent him in collective bargaining.

(Continued on Page 2)

UTILITY FACTS

Official Organ of IBEW
Local 1324



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

IBEW Seattle Progress Meet

Local 1324 delegates to the annual IBEW Ninth District Progress Meeting held last weekend in Seattle, Washington, with every IBEW local in three coast states, Alaska and Hawaii participating were back this week with a report. All international representatives and business managers were present and participated in policy making for the district for the next year.

Scott Milne, IBEW international secretary, reported on the healthy state of the IBEW pension and insurance fund. Participation in these benefits is optional with all IBEW members.

Milne said that the fund's reserve has reached 86% actuary status and was being administered so that 100% would be reached sometime in the near future.

The IBEW pension fund is now supporting 3,445 members. Sixty new members went on the rolls last month and 19 came off through deaths. Fifteen hundred members are eligible to go on pensions but have chosen to continue working.

The international secretary also urged on every IBEW delegate the importance of continuing the fight against the Taft-Hartley act. All IBEW locals were urged to participate in political campaigns which will lead to the election of legislators pledged to rid the country of the act. He pointed out that the Electrical Worker, IBEW monthly publication, is currently carrying a series of articles written by him telling what is the matter with the Taft-Hartley act.

There was much discussion in Seattle about IBEW participation in a movement to set up a political organization on the precinct level through the Pacific Northwest. Steps were taken to implement this move.

Other information turned up at the meeting including the fact that many IBEW members who have worked on more than one job during the year and earned more than \$3,000 have had social security taxes deducted from their checks for amounts earned above that ceiling. Such deductions may be refunded if the member applies for them within two years after the overpayment. IBEW members were

In the Mail Bag

October 27, 1949

To Mr. Paul J. Herzog, Chairman
c/o Nat'l Labor Relations Board
Washington, D.C.

Attention: Mr. Herzog

Dear Sir:

Following is a summary of Case Nos. 20-RC-443 and 20-RC-444 relative to the Pacific Gas and Electric Co. — Utility Workers' Union of America, C.I.O.—and the International Brotherhood of Electrical Workers, A.F.L. This case is at the present time before the N.L.R.B., Washington, D.C., awaiting their decision—and has been since the latter part of May, 1949.

The I.B.E.W. served timely notice on the company and the San Francisco Regional N.L.R.B. regarding representation in October, 1948, the first formal hearings were set for January 17, 1949. During the interim the P.G.&E. Co. and the U.W.U.A.-C.I.O. opened up their contract and negotiated a nine-cent wage increase in what we feel was an attempt to bar the I.B.E.W. from processing our case before the Regional Board. This had a profound effect of weakening the I.B.E.W. position.

The following delays then ensued:

1. U.W.U.A. asked for a delay, and the hearings were postponed until January 24, 1949.

2. On January 24th all parties concerned were present and the U.W.U.A. rather than speak on the main question of representation, instead launched a tirade of character assassinations against P.G.&E. employees who had withdrawn from the U.W.U.A. This kept up for several days with no progress made on the real issues involved.

3. On January 28th the hearings were adjourned by agreement until February 4th, due to the illness of the attorney for the U.W.U.A.

4. February 4th hearings postponed until March 14th, due to the illness of P.G.&E. attorney, St. Sure.

5. On March 21st further delays ensued due to the absence of Mr. Tilson, company industrial

urged to keep daily logs of their hours and earnings and watch their checks to see that social security taxes stop after earnings reach \$3,000.

Other IBEW officials at the meeting included Oscar Harbak, IBEW Ninth District Vice-President, and Charles Foehn, Ninth District Executive Board member.

The delegates also helped officials and members of IBEW Local 46 of Seattle dedicate their spanking new headquarters, which has a frontage of over 500 feet, contains several stores to defray upkeep expenses, and has an auditorium that seats 500.

relations superintendent. Hearings resumed on March 22nd.

6. March 28th hearings adjourned to April 12th to permit union attorneys to gather evidence to repudiate the company's position of excluding 51 classifications from the bargaining unit.

7. On April 13th, U.W.U.A. again sought delay. Hearing officer ordered resumption on April 25th and a definite commitment made by all parties that the case would be completed after that date without further interruptions. The I.B.E.W. was strongly insistent on this point.

8. On April 25th, 26th, 27th and 28th, the case was finally completed despite U.W.U.A. contention they needed more time.

9. All parties concerned were given 16 days in which to file briefs. I.B.E.W. had their briefs ready in ample time. U.W.U.A. Attorney Darwin, however, petitioned the Board for additional time for preparations of his briefs, and was granted a new deadline of May 31st, again causing further delays.

10. Rumors then became very prevalent along the P.G.&E. System that U.W.U.A. was attempting to request an Oral Hearing from the Board. In view of the many months taken up by the hearings conducted by the N.L.R.B. Regional Board in San Francisco and in which the U.W.U.A. had more than sufficient time to present their evidence, this can only be construed as further delaying tactics.

We were at a loss to account for the endless delays encountered in the Regional Board hearings. We are now at a loss to understand why the National Board has not acted, as they have had the transcripts of the entire proceedings since May, 1949, a period of five months, which we are advised is an unusually long time on major representation cases.

In view of the above, we, the undersigned, officers of Local Union 1324, I.B.E.W., representing many thousand P.G.&E. employees, respectfully petition and urge you in your capacity as Chairman of the Natl. Board and in the interests of approximately 5000 employees of the Pacific Gas and Electric Company, that this case be given your personal and immediate attention, and a decision be made promptly by the Board in order to give to these employees their democratic rights, by granting an election to determine who shall be their collective bargaining agent. The very economic security of these employees is in jeopardy due to the endless delays as outlined above, and has been instrumental in causing repeated contract violations and a backlog of innumerable unpro-

cessed grievances with no relief in sight.

No doubt U.W.U.A. will again attempt to enter into negotiations, as the reopening date of their former "Quickie" contract is November 1, 1949. Should the National Board permit this to take place, it would in our humble opinion circumvent the prime purpose for which the National Labor Relations Act was instituted, and for which the Board is charged with the responsibility of enforcement. One year has passed since the I.B.E.W. formally petitioned the Regional San Francisco N.L.R.B.

Should the Board fail to hand down its decision promptly in view of the unusually long delay, then the Board will have failed to perform its function and the P.G.&E. employees will have been barred from their fundamental rights to select their bargaining agent in a manner prescribed by the National Labor Relations Act.

Respectfully yours,

LOCAL UNION No. 1324, I.B.E.W.
1918 Grove St., Oakland, Calif.

L. G. Glasson, President
Merton A. Walter, Vice Pres.
Frank Mercer, Recording Sec.
Edwin B. White, Financial Sec.
Donald Hardie, Treasurer.

AN OPEN LETTER TO THE N. L. R. B.

(Continued from Page 1)

12. Your delay in rendering a decision on the IBEW election petition is costing the IBEW thousands of dollars per month. That money is coming from the dues of the half million IBEW members throughout the nation. Your Board not only owes those members a decision but it is duty bound to render a decision to the PG&E workers.

13. Your Board is duty bound to do this because the minority union on the PG&E—the UWUA—is now preparing as legal bargaining agent—to enter into negotiations with the PG&E for a 1950 contract. Such a contract will reflect the desires of only a minority of PG&E employees, and few of those employees have any faith in the ability or sincerity of UWUA officials to enforce such a contract.

14. The inability of your Board to render a decision in this case (and because of the number of employees involved it merits a priority decision), is making more ammunition for the outright critics of NLRB who claim it is administered in the interest of the employer only.

15. It is more than 10 months since the IBEW first petitioned for an election. The average jury can reach a decision in a few weeks.

16. Any further delay must certainly be construed by IBEW members as out and out Board sympathy for union breaking.

17. The IBEW wants nothing from the NLRB except a simple decision on the election. After 10 months it is certainly entitled to that.

IBEW Doings Among the Bay Units

By PG&E Employees

Martinez Unit No. 1

At our regular meeting of Oct. 25, Unit No. 1 voted to concur with the Central Labor Council of Contra Costa County to support the Retail Clerks in their economic strike against Safeway Stores.

We have received a complete listing of Unit No. 1 dues-paying members and pledge card employees from the International office. This list will be turned over to the Unit Organizing Committee, who will complete the organization of all members in Unit No. 1 area. Every effort will be made to have a united front in Unit No. 1 on election day.

The California State Federation of Labor Weekly News Letters of Oct. 5th and Oct. 12th carried many interesting articles, but the one of most interest to Unit No. 1 was the news that the 68th annual convention of the A. F. of L. came to a close, pledged to the greatest political effort ever undertaken by Organized Labor in the history of the Nation. Pledged to open a nation-wide drive to elect a Congress that will repeal the Taft-Hartley law and enact liberal legislation. Pres. Green also warned the enemies of labor that the A. F. of L. would persist in its traditional crusade, refusing to waive its rights to demand wage increases and better working conditions.

All Local 1324 members are urged to visit Bro. Garner, who has been ill for several weeks in the Merritt hospital in Oakland.

—Publicity Committee Unit No. 1

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San Francisco Unit 3

At our last meeting, Bro. Kennedy reported an official announcement of the coming election should be forthcoming very shortly. He received this information through Matt Tobriner, IBEW attorney, who recently spent some time in Washington on union business.

Organizational work is progressing well in San Francisco. As the election date draws closer, our members are active in contacting PG&E workers who have not made up their minds as to who they intend to vote for. As a result of these talks, we have been able to swing many workers into support of our drive for one IBEW organization on the system. Others have asked for further information and every effort is being made to comply with their requests. A real interest is being shown by the workers in our program. They are pleased that the election is expected soon so they can settle the problem of union representation and get on with the business of winning improvements in working

conditions, pensions, wages and real job security.

Another important organizational item that is being accomplished by the membership is the enlargement of our mailing lists, which enables us to get Utility Facts and other union literature out to the PG&E workers. Members in every department are turning in names and addresses of all the newer employees. These in turn are checked with our present mailing list and those who have not been receiving mail are being included.

To supply PG&E workers with any information they need, we are now keeping our union office open every Thursday evening from 7:30 to 9:00 o'clock. Bros. Nash and Kennedy will be on duty. The telephone is HEMlock 1-1213. Be sure to call them for any information you need.

A recent report concerning San Francisco Local 133, UWUA, indicates they are receiving so little support from PG&E workers that their national office has had to subsidize them in recent months to the tune of several thousand dollars. This lack of support and interest on the part of PG&E workers toward UWUA can all be traced to UWUA's sell-out, do-nothing policy.—Unit 3's Publicity Committee.

At a Unit No. 3 executive board meeting held at IBEW headquarters, 85 So. Van Ness Ave., Bro. White, pinch-hitting for International Representative Snyder, reported news of flagrant working condition violations of the union contract by the company in the Ukiah area. The violation was in connection with overtime work and standby time. We hope this one gets some union and company probing and correcting. Brothers Ross and Kennedy gave reports on union campaigning in a frank, earnest and interesting manner.

We transferred from street gang work to plant operations along with quite a few fellow workers in a little operation which we understand "happens every winter" in the gas department. On the union side we observed the ratio of "other" union buttons in evidence to that of IBEW buttons to be somewhat more than slightly unfavorable, which probably explains why we were promptly and firmly jumped on by a shop steward of another union. In a short verbal exchange we don't believe we came out second best and still feel good about that IBEW button because it indicates we still believe we have a right to an honest difference of opinion. And we might add in this connection that although we would much rather see these union

minded men wearing our emblem, their wearing their button fortifies our position in wearing ours in the eyes of the company, or at least that's the way it looks from here.

Word comes of a fellow brother's hospitalization with a hip injury. Brother Albertus Peoples, we understand, has had a leg or two wrapped with bandage from the hip down, which doesn't sound like much fun. Going up to see him with a word of cheer seems appropriate and a big help. Bro. Peoples is at Franklin Hospital, 14th and Noe Streets, room 308. Visiting hours 2 to 3 and 7 to 8 p.m.

Publicity Committee, Unit 3.

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Santa Rosa Unit No. 4

In Santa Rosa more and more members of UWUA are signing check-off revocation cards.

Bro. Mercer reviewed Local 1324's economic program.

Bros. Ed White and Stanley Dahlin were in attendance. Bro. White gave us the organizational picture in the entire North Bay Division and stressed the importance of making home contacts in organizing. Bro. Dahlin reported on the solidarity of the members of Unit 1, in Martinez, and stressed the importance of building a new union within the IBEW—that the CIO union to which we had belonged was now dead and that it would be impossible to ever bring it back.

Our meeting turned into a lively discussion on organizing and how we could best complete the job which lies ahead of us.

Unit No. 4 has held a joint meeting with Local 1245's unit in Santa Rosa recently and welcomes participation at all of its meetings by members of Local 1245.—Publicity Committee Unit No. 4.

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Ukiah Unit 5

As publicity committeeman of Ukiah Unit No. 5, and being my first report for Utility Facts, I would like to stress strongly how well pleased the men of Ukiah are with the wonderful attention and service they are getting from the IBEW. This is something we saw very, very little of from the old "spent" UWUA. In fact, I can safely say that many good union-minded men who joined the UWUA soon after they were employed by the company, have never seen a UWUA representative in three years. Just the same their two bucks a month went to that union regularly.

Is that the kind of organization we want to represent us in collective bargaining, etc.? Not by any stretch of the imagination, and we

will prove it when the election is held, by putting on the PG&E system "one organization" — the IBEW.—Unit 5 Publicity Committee.

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Richmond Unit No. 6

At our meeting of Oct. 13, Bro. Drew went into detail of how NLRB election votes are counted. He stressed the importance of all PG&E employees involved casting their ballots. Under the Taft-Hartley law, the winning union must get a majority of those eligible to vote, not just a majority of those voting, as it was formerly under the Wagner Act. This means that we must bring to our fellow workers the great importance of voting.

Bro. White brought us up to date on the organizing picture in North Bay Division and stressed the importance of home visits in organizing. As usual, we are anxiously waiting for the election date to be set by the NLRB.—Publicity Committee, Unit No. 6.

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Oakland Unit 7

The letter from IBEW President Tracy regarding the NLRB report that the petition for an election was being processed was discussed. Feeling was that if the Board was sincere in its statement to Tracy, an election should be forthcoming soon.

A local publicity committee was elected. We will try and get in some news on what is going on in our sector.

Considerable discussion took place on the sick benefit plan and the PSEA. The 1 per cent of payroll deducted to cover this was also discussed together with the recent recommendation of the California Federation of Labor that employees boycott all private insurance plans which are financed through this 1 per cent levy.

It was not clear whether the most benefits are received through the private plan or through direct affiliation with the state operated disability plan. Letter requesting further information was posted and we hope to have more information on the subject at our next meeting.

Everyone interested in these benefits should come to the next regular meeting of our unit (first Wednesday of every month) so they can find out whether or not they are getting all they are entitled to under the 1 per cent deducted from wages for disability.

The welcome mat is out and we are anxious to meet you whether or not you belong to the UWUA or no union.

Publicity Committee, Unit 7.

Win Victory in Missouri

By OSCAR A. JOHNSON
International Organizer

For some months an organizing campaign has been under way at the Kansas City Power and Light Co., Kansas City, Missouri.

Recently NLRB elections for bargaining rights were held, with the following result:

	Physical or Manual Unit	Office and Clerical Unit
Total eligible	711	642
IBEW	497	483
IUUE	90	35
Neither	9	35
Void	21	1

Following the above elections, successful elections were also held for a union shop in both the physi-

cal and clerical bargaining units.

Our Local Union 412 has represented the generating station employees at Kansas City Power and Light since 1940. Newly-chartered Local 1464 now represents the other physical or manual employees and L. U. 1613, also a new local, represents the office and clerical workers, a grand total of 2,000.

Several organizing campaigns have been carried on in this company during the past 19 years but with the exception of the generating stations, none were successful. The situation brought much disappointment to employees who were loyal to our Brotherhood. These loyal brothers have worked hard through the years to have the IBEW win and have now finally reaped success for all their hard work. Now the Kansas City Power and Light Co. is finally 100 per cent IBEW.

Organizing in North Bay Division

By ED WHITE

As we wait for the NLRB to set the date of an election for PG&E employees in the four Bay Area divisions, additional employees are signing check-off revocation cards and more signed application cards are coming in to our office, especially from North Bay Division.

Knowing as we do about the gains we are making in North Bay Division, and other areas, we wonder how the UWUA top brass can see their union in a greatly improved position in the PG&E campaign. That was what Shedlock told the delegates at the UWUA State Conference at Paso Robles. Sounds to us like more whistling in the dark.

In a couple of spots, in the North Bay Division, individuals are living in the glories of the UWOCIO before Joe Fisher got control of that union. Bro. Stan Dahlin summed up the hopelessness of anyone thinking that the hey day of that union might be brought back. While speaking at the Santa Rosa Unit 4 meeting Oct. 19, he said: "That union is dead and you can never bring it back. The thing for us to do is to get busy and build a new union in the IBEW. With one union on the PG&E System we will have real bargaining power."

What the employees in North Bay Division and elsewhere are concerned with is which union will do the best bargaining job with the PG&E Co. now. We are certain that when the election is called and employees realize that they do have an opportunity to choose their collective bargaining agency the UWUA leadership will be in for some surprises in North Bay Division.

Forman: "Why are you carrying only one sack when all the other workmen are carrying two?"

Laborer: "Well, I suppose they are too lazy to make two trips like I do."

—California Pelican.

* * *

Housewife: "Why does a big, strong man like you go around begging?"

Hobo: "Well, madam, it's the only profession I know that enables a man to address a beautiful lady like you without an introduction."

—Public Service News.

* * *

Worth begets in base minds, envy; in great souls, emulation. — Fielding.

GLASSON'S GROANS

In and about Labor Unions, when we speak of "lowering the boom", we mean that some petty boss or supervisor has orders from someone higher-up to pick on certain parties under his jurisdiction because of their Labor Union activities. This type of baiting and needling is becoming the pattern, and the victims are among those active in building the I.B.E.W. Mr. Fisher's company union boys are never pushed around for their activities. Of course we all know the answer to that one.

We had become naive enough to believe this sort of practice passe, but when subordinates in the personnel department along with gang bosses "lower the boom" we are forced to believe it has the blessings of the higher-ups.

Without exceptions, these men picked on are the best workers in their respective departments. This is not just our opinion; it comes from the lips of their fellow workers in their gang; these statements we believe.

These things did not occur when our Union was strong; men who did a good days work, regardless of his activities in the Union, were respected. Do they fear our Union (I.B.E.W.) and its strength? Do they have orders from somewhere to badger and intimidate our members in order to put the fear of beelzebub in their soul, and cease and desist in their efforts in putting one organization on the system? If so, their efforts are wasted. These men have intestinal fortitude, commonly known as "guts", and nothing can deter them from a cause they know to be right. It will amount to a lot of wasted effort plus an accumulation of bad feelings against those who allow themselves to be used in these nefarious episodes.

All this sums up to one thing—we must be strong. And that strength will come by putting one organization on the P.G.&E. system. Then no one can "lower the boom" on you or me or anyone else for doing the thing we know to be right.

Remember the words of Lincoln, "With firmness in the right as God gives us to see the right, let us strive to finish the work we are in." Let this be our motto through this campaign and, brother, when you are right you can face any man for there is nothing so powerful as being right.

An Open Letter to a Onetime Advocate of the I. B. E. W.

This is open letter week in Utility Facts, Jess. It seems that where soul searching is in order it is often necessary and certainly fair to let people with important decisions to make examine their consciences privately and come by their conclusions quietly.

That is why we delayed so long in calling the NLRB's attention to the fact that the employees of the PG&E are entitled to express their opinion on who should represent them in collective bargaining; that further delay is an NLRB vote for no-union or company-unionism.

That is why we delayed so long in calling certain of your past actions to the attention of the employees. We thought that you had the stuff in you that would eventually lead you to make a decision in the interest of the small group you now speak for in the Napa area.

You have seen the PG&E employees on all sides of your area desert the bankrupt UWUA cause and flock into the IBEW units.

We realize that there are still employees in your area who believe in you as a man and as a union official. But there are many members who still respect you and not your judgment. They are about to set up an IBEW unit in your area. When those who adhere to your local mainly because of fear of reprisal understand that you are no longer in a position to effectively discipline them for lack of UWUA faith they will flock to the IBEW unit. You may find yourself a lonesome and not well respected person.

You are now faced with a difficult decision. You have made such decisions before, however. You

made one when the eight Bay UWUA locals were voting on affiliation with the new IBEW local, 1324. In fact you seconded the motion for IBEW affiliation in the UWUA Joint Council with a fine speech in which you extolled IBEW's merits.

You made another tough decision shortly afterward when the UWUA top officials put on the heat to stem the UWUA breakup. You decided to stick with them. In defending that decision you told the IBEW representatives who talked with you about it that you were neutral. "I'll go the way the rank and file go," you said.

That decision was understood and accepted at its face value. The IBEW officers believed you made it in good faith, because you have always been a sincere union man.

It is now time for you to make a third decision. You are surrounded by IBEW units and you have no nearby UWUA sister locals. The employees in your own district have indicated that all they need to go IBEW in fact is an IBEW unit to turn to. Such a unit will be set up.

You must know the facts as well as we do. If you do not, then we have underestimated your ability for straight thinking. If stubbornness and tenacity have led you into maintaining your present shaky position, that is understandable and creditable in a union leader, but scarcely in the interest of those you are supposed to be serving.

Now is the time for nose counting on the PG&E. At this time you can win back from the employees in your district some of the respect they once had for your judgment by following them into the IBEW.

Sec. 34.66, P.L.&R.
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Oakland, Calif.
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