Election News Finds IBEW And Employees Ready for One Org.

System-wide IBEW Plan in High Gear

With more than 12 months of education on the merit of One Organization on the System—the IBEW, the announcement by the NLRB last week that the election for a bargaining representative will be held on a system-wide basis found the IBEW well prepared in all PG&E divisions to make the cherished One Organization goal an actuality.

The nature of the NLRB decision made One Organization a certainty for recent events have indicated that the UWUA "island" on the system has just about washed itself out of a sea containing 12,000 PG&E employees, 7,000 of whom have long belonged to units of IBEW Local 1245, with a majority of the 5000 in the Bay divisions certain to vote IBEW.

Thus, the IBEW campaign strategy will be directed towards this objective until the vote is in and counted. Rolling up a huge "One Organization" majority on the system will insure united IBEW bargaining for a new 1950 contract.

IBEW WINS!

NLRB RULES SYSTEM-WIDE ELECTION

UWUA Delaying Tactics Defeated NLRB ORDERS ELECTION TO BE HELD ON OR BEFORE DECEMBER 29, 1949


YOUR INDIVIDUAL VOTE FOR IBEW WILL MAKE THIS POSSIBLE.

L. G. GLASSON, President Local Union 1324, IBEW, AFL.

One Organization Meets and Acts

At a meeting of officials of Local 1245, IBEW and IBEW international representatives who are assisting the Local 1324 campaign held Friday on the heels of the NLRB decision ordering a system-wide PG&E election the following decisions and actions based on a prepared plan were taken:

1. Hundreds of telegrams were dispatched to key IBEW members advising them of the NLRB decision and alerting them for an all-out educational campaign.

2. Further joint meetings were set to ensure complete coordination of all campaigning on a system-wide basis.

3. A special meeting of Local 1324 unit officials and key members was called last Saturday in Local 1324 headquarters on Grove street where the strategy developed at the joint meeting the day before was discussed, approved, and ordered into effect immediately.

4. Twelve members of the Local 1245 IBEW Executive Board (representing each of the outlying PG&E divisions) were put on a full-time basis for the duration of the campaign.

5. Eight stewards working out of some of the PG&E's largest shops and plants will go on a full-time basis to aid in the educational campaign.

6. The Local 1324 business manager and four assistants will devote all of their time to organizational work in the field.

7. All active IBEW members of both locals will devote a major part of their spare time to the One Organization effort for a large vote.

8. More representatives from international office of IBEW will come onto the system to help spread word of what the issues are and why IBEW is best prepared to do something about them.

Directive Backs Up IBEW's Contentions

The NLRB's directive for a system-wide election for PG&E workers was notable for these facts, a study of the official document shows:

A. The Board itself in agreeing to legal arguments on various phases of the IBEW election petition, used legal language identical to that submitted by IBEW Attorney Matt Tobriner in his briefs, thus in many cases, supporting the IBEW right down to the letter and comma of its contentions that PG&E employees were entitled to an election.

B. The Board decision was unanimous. It got a favorable vote from Chairman Paul Herzog, John N. Houston, James J. Reynolds, Jr., and J. Copeland Gray.

C. The 9th hour effort of the UWUA to reopen and prolong consideration of the case after it got to Washington was assisted and supported by the company, UWUA and the company had sought oral arguments before the Board. These arguments were proceeded with and followed a red-baiting policy designed to befuddle the employees on the real issues. Said the Board on this try at delay and propaganda:

"The request of (the company and the UWUA) for oral argument is denied as the record and careful briefs are adequate presentation of the issues and positions of the respective parties." This decision supported IBEW's contention that further hearings were pointless and would only delay the election.

D. The Board followed the exact request of IBEW to keep the physical forces or outside employees in one component bargaining unit and denied, with one or two minor exceptions, the plea of the UWUA and the Company to split them into various groups.

E. The Board based its decision to deny the Company's move to delay bargaining rights to 1675 employees in 51 classifications on the IBEW's briefs. (In opposing this exclusion move, the IBEW devoted 17 pages of detailed information in its brief to one classification alone, that of watch engineers, while the UWUA opposition consisted of six pages on all classifications. The IBEW devoted 166 pages of arguments and evidence all together on the 51 classifications.)

"Continued display during the next few weeks of the fine union spirit that was responsible for the birth of Local 1324 IBEW will result in a record IBEW vote and a better 1950 contract."

Thank You

IBEW representatives who have been assisting IBEW Local 1324 in its campaign to put one organization, the IBEW, on the PG&E system, this week, on behalf of the local 1324 officers, expressed their thanks to all IBEW supporters for their patience and their loyalty in the year-long campaign to win a right to an election.

Just about everything possible was thrown at our people to discourage them from their fight to keep in effect conditions won the hard way.

"The fact that our supporters stayed in there pitching for a courageous position taken with the bolt from UWUA a year ago brings us up to the election, in fine shape for a resounding IBEW victory."

"Continued display during the next few weeks of the fine union spirit that was responsible for the birth of Local 1324 IBEW will result in a record IBEW vote and a better 1950 contract."

For a complete interpretation of the Board's Decision see Page 3.
Duquesne Workers Gained Thru IBEW

The UWUA, if it follows its usual strategy, which incidentally has always backfired against it, will enter the present election campaign with a propaganda barrage of misinformation that will not fool the PG&E worker any more than it has fooled the workers at countless utilities throughout the nation where it has competed for the right to represent employees. The UWUA will be telling the PG&E worker that he will be a "B" member, that he will have second class citizenship, that he will lose work to craft unions, that IBEW is not an industrial type of union and that his dues will be high and assessments heavy.

PROPAGANDA

That propaganda will fail because it is the intention of the IBEW concerned with the outcome to lay all of the facts out in pamphlets, in meetings and through the issues of this paper where the worker can see for himself what the real answers are to the questions UWUA raises and what the real issues are.

One of the most recent major thrusts by UWUA was not on contract revision, but second best on the election ballot of local autonomy in this campaign by restoring to smear tactics that have been meant to impinge every member of IBEW.

The UWUA through its News-Caster and by word of mouth has spread many false stories about IBEW despite the fact that it has lost election after utilities election wherein it based its campaign on smear tactics.

The UWUA has sought to deceive the employees about its real strength by maintaining several paper locals that have gained no members in recent months.

With nothing behind it except the New York Brotherhood of Consolidated Edison Employees union, said to be a company setup, the UWUA sought to negotiate a new contract with PG&E by seeking "revisions" of the old one instead of cancelling, which it could not do without real employee strength behind it. Result: It got hit with a new fangled Taft-Hartley strategy of the utility industry of which IBEW has been aware for some time, a strategy designed to put unions on the defensive in all negotiations not carefully planned and undertaken: Exclusions of just about every worker from collective bargaining that ever gave an order, even one so insignificant as "Please pass the pliers!"

The UWUA has failed the PG&E workers: R'ts time for a change to One Organization on the System - IBEW.

A Contract Is Only As Good As The Union Enforcing It

According to the UWUA it has been seeking negotiations with PG&E for a new 1950 contract. Local 1334 has been advised UWUA has been rebuffed due to an NLRB regulation which makes it an unfair labor practice for the parties involved in an NLRB election case to negotiate a contract.

Certainly UWUA is as familiar with NLRA injunctions, or should be, as the IBEW.

Yet it tried to negotiate in the face of an impending election.

Today with the election authorized by NLRB the UWUA not only has no legal right to negotiate a contract but it has lost any moral right it may ever have had. Under PG&E's stewardship, valuable seniority provisions have been negotiated away, grievances have gone unsettled, and conditions and job security have never been more unsettled.

UWUA has been on trial now for more than ten months. Yet it has gone blithely on ignoring the pressure of its remaining members to do something about contract enforcement, and has been unheeded of the contract violations pointed out to it by Local 1334 and Utility Facts.

How could such an organization hope to negotiate improvements into a contract when it did not even recognize and implement those already supposed to be in force?

And without the backing of a majority of Bay Division employees how could it expect to carry enough weight at the bargaining table to get acceptance of anything it may propose?

Under such bargaining conditions anything it did get would be subject for companies such as the PG&E are not in the habit of tossing out, without good reason, economic bonanzas to ghost staffed paper unions.

IBEW BUTTONS AIDING CAMPAIGN

Lost Sheep, the UWUA called this one for a Change 1918 Grove Street, Oakland, Calif. Phone GLencourt 2-1600
The company had strenuously which has reviewed the results of bargaining on the grounds that the National Labor Relations Board -holds that the watch engineers perform a job based upon their duties of these workers to show the classification of employees, pay principles, non-supervisory, service engineers, division surveyors, transit men, system dispatchers and watch engineers.

The Company wanted to cut up the bargaining unit geographically and it wanted, likewise, to cut out of the unit all of these workers.

The Company and the UWUA contended that the existing pattern of organization of these employees into less than system-wide units should not be disturbed at the present time.

The IBEW brief at great length argued that bargaining should be conducted on a "system-wide unit of all physical or outside employees of the employer." In the words of the Board: "The Employer and the Intervenor (UWUA) contend that the existing pattern of organization of these employees into less than system-wide units should not be disturbed at the present time."

**BREAKDOWN FAILS**

The Company thought it was to its advantage to argue for system-wide bargaining, it did so, hoping thereby to stop the progress of unionization. Notwithstanding the Company's efforts, the National Labor Relations Board held the contract was not a bar. It contained language providing for maintenance of membership "which had not been authorized in elections pursuant to the Act." The contract.

**GREAT DETAIL**

The IBEW brief at great length confronted the Employer with its own past statements. When the Company thought it was to its advantage to argue for system-wide bargaining, it did so, hoping thereby to stop the progress of unionization. Notwithstanding the Company's efforts, the National Labor Relations Board held the contract was not a bar. It contained language providing for maintenance of membership "which had not been authorized in elections pursuant to the Act." The contract.

The Board upholds the second great contention of IBEW. This was that the "unit of physical employees" previously protected under the National Labor Relations Act should not be broken up. PG&E asked the Board to exclude from the protection of the Act more than 51 classifications of employees. If the Company had prevailed in this contention, it would have excluded great groups of workers.

The IBEW likewise was sustained by the Board. Upon the filing of IBEW petitions the Board and UWUA included great groups of workers, 51 classifications of employees. PG&E has claimed are part of the system. It contended that WPGE to exclude 1,675 employees previously protected under the Act. The contract, PG&E has claimed are part of the system. It contended that WPGE to exclude 1,675 employees previously protected under the Act. The contract.

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**ADVANTAGES OF ONE ORGANIZATION**

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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.
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., 1015 Grove Street, Oakland.

Local Union and Unit Officers

LOCAL 1324
M. A. WATERS, President
J. COPELAND GRAY, Recorder
D. WHITE, Financial Secretary
E. E. I. LEWIS, Executive Board
STEPHEN L. TINGLEY, Vice-President
WILLIAM HAARS, Chairman
RICHARD BROWN, Asst. Fin. Secretary
WILLIE TOWE, Chairman
WILLIAM CARITHERS, Vice-Chairman
STANLEY ROSS, Recording Secretary
JEROME D. WOERNER, Chairman
M. A. WALTERS, Vice-President
FRED WOLGER, Executive Committee
R. PLACE, Recording Secretary
DONALD HARDIE, Executive Committee
J. C. SETCHELL, Vice-Chairman

UNIT No. 1—MARTINEZ
Chief Financial Officer
W. LEMON, Asst. Financial Secretary
W. LEMON, Asst. Financial Secretary
DONALD HARDIE, Executive Committee
DONALD HARDIE, Executive Committee
WILLIAM CARITHERS, Vice-Chairman
F. J. CARTER, Asst. Financial Secretary
J. COPELAND GRAY, Member
E. E. I. LEWIS, Executive Board
WILLIAM HAARS, Chairman
H. W. "Heavy" Newcombe indicate that the IBEW campaign is going well there despite the fact that some of UWUA's best union men—really the mainstay of the UWUA's remaining strength in the Bay Area—belong to the UWUA San Jose local.

Many IBEW applications have been received from the district, however, and more would be coming in were it not for the misguided loyalty many of the men there have to their local.

However, the same pressure that was once a factor in other Bay Area sectors is in evidence here. IBEW understands these conditions and sympathizes with the men who are so affected. It knows that there are plenty of these men in San Jose who are going to vote IBEW when the election is held.

Meanwhile, many of those who have made up their minds on how to ballot are beginning to voice their arguments for One Organization on the System.

It is being pointed out by these men that the rest of the Bay Di visions, and for that matter, practically every PG&E division, will go IBEW, and that it is therefore important that the IBEW final vote be a big vote to help subsequent bargaining for a contract.

Also, all employees who are eligible to vote there have to their local.

Here Are Groups Eligible To Vote

Voting group 1. All employees in the physical or outside forces of the Employer, including:

a. All outside field employees and field clerks, workers employed in generating stations, substations, gas plants, steam plants, and other shops and plants, clerks in generating stations, meter readers, combination meter readers and collectors, collectors, salesmen, mapers, inspectors, building service employees, and working foremen;

b. All employees in the outside forces of the Gas Supply and Transmission Departments, including outside field employees, field clerks, and working foremen;

c. All employees in the physical or outside forces of the General Construction Department, including outside field employees, field clerks, and working foremen;

d. All employees of the central warehouse, supply depot, repair shop and laboratory in Emeryville, California;

e. All employees in the Building Department of the General Office, including janitors, building upkeep employees, garage mechanics, elevator operators, combination elevator operator and watchman, and combination elevator operator and messenger;

f. All employees in the Central Supply Department;

g. Combination dispatched and dispatcher-cum-mechanics and combination elevator operators; excluding:

a. Plant engineers, measurement inspectors, and all other supervisors as defined in the Act;

b. Elevators;

c. All other professional employees as defined in the Act;

d. Clerical, technical and office employees, resident engineers, first-aid men, executive and administrative field and office engineers, and the chief clerk in the General Construction Department;

e. The superintendent, the head janitor, delivery boy, messenger, and mail clerk in the Building Department of the General Office.

Voting group 2. All estimators, excluding senior estimators and other supervisors as defined in the Act will vote separately as to their preference to be included in the Unit.

DIRECTION OF ELECTIONS

As part of the investigation to ascertain representatives for the purpose of collective bargaining with the Employer, employees by secret ballot shall be conducted as early as possible, but not later than 30 days from the date of this Direction, under the direction and supervision of the Regional Direc-

Reports From the Field

Redwood Unit No. 2
Hello Folks:

There is no more doubt now that an election will be held, but more important is the fact that only one classification was lost to us through the company request to eliminate 31 classifications from the bargaining unit. This past year has not been lost as holding our line was worth all the work and time. Next time we must be in a position to GAIN classifications.

Companies ALL combine to break up organization of their workers; we as workers MUST all combine to combat this company policy.

Let us all get out now and push the tremendous gas we made in a system-wide election. A VOTE NOT CAST is a vote against unionism.

If you want a Union: Talk Union, Live Union, Think Union, attend all meetings, keep your Union Unit. Also, be sure to vote if you are going to vote. Don't vote if you are not going to vote. Don't vote if you are not going to vote.

Even through the past year: Who fought to hold the classification the company tried to withdraw? Who fought to get the check-off refunded? It was the IBEW, with the help of Union people who had been workers in the CIO (both before and after the UWUA became the mouthpiece of the company).

Who (in the case this week) are combining to fight us in attempting to get our dues money back from the company representatives of the UWUA and the PG&E. We had rank and file members as well as our IBEW attorney fighting for our rights. St. Sure was helping the UWUA and the PG&E.

Let's get on the IBEW hand-wagon and root for 90% plus at election time.

We will do business in the same old way with the PG&E. We will have paid spokesmen with supporting rank and fileers, just as we have always done until the national UWUA sent Clem Lewis here to contact the PG&E direct and to spread propaganda throughout our membership and to PG&E that we were strong enough to "Rake".

DON'T FORGET TO VOTE UNION.

E. F. CHITTENDEN, Publicity Representative, Unit 2, Local 1324, IBEW.