**AGREEMENT expedites NLRB ELECTION DAY ON SYSTEM.**

**MOST FAR-FLUNG SYSTEM-WIDE UTILITY ELECTION EVER HELD.**

With the UWUA now resigned to the fact that an election for PG&E employees is inevitable, it went along with IBEW last week on an NLRB-PG&E-UWUA-IBEW agreement on election procedures and operation that will bring election day nearer—probably some time around Jan. 15.

If that target election date is realized, all parties concerned can lay the fact to the four-way stipulations on procedure agreed to last week.

Just what a huge job the conduct of the election will be for the NLRB and the necessity for exempting this election from the usual NLRB requirement that such an election be held within 30 days of the original NLRB election order, may be realized when it is understood that PG&E is the most far-flung utility system in the United States.

**BETTER ELECTION**

Extending the election date beyond the Dec. 29 deadline originally set by the NLRB order will ensure a more representative vote by allowing time to set up proper and fair election machinery. The brief extension will also take the election out of the hustle and distraction of the holiday season and enable employees to give the issues the time and thought that they merit.

All in all, IBEW representatives thought that a January election would ensure the ultimate objective of One Organization on the System—the IBEW.

To establish an eligibility list of voters, the NLRB usually requires that the last payroll be used. The last one, in the PG&E case, would have been the November list. However, because the November payroll would not be complete and available until Dec. 31, the parties agreed to use the October payroll to establish eligibility.

**STIPULATIONS**

Other stipulations agreed to:

- Some 5,600 employees in the general construction department of the company will vote by mail on a referendum ballot, due to the fact that they are constantly on the move over the system and recording their votes on the job would be a difficult procedure.

- Estimators in Group No. 2 also will vote by mailed referendum ballot.

- Certain employees in mountainous and isolated spots will vote by mail, also.

- IBEW will press to have all mail ballots in the hands of those who will vote that way by Jan. 1 so that sufficient time will ensue for such ballots to be counted with the manually-cast ballots, in the event the January target date for the election is realized.

- All other employees eligible to vote will do so at polling places to be at the most convenient and practical places.

There will be approximately 100 of these polling places set up and about 50 NLRB field representatives will be on hand to supervise the voting. These supervisors will be recruited from NLRB offices all over the West when the actual scope of the election is determined.

The election will be one of the largest and most complex ever undertaken by the NLRB on a utility system.

The PG&E system is flung out over a rugged, mountainous and sometimes inaccessible terrain of about 90,000 square miles of northern California. The territory includes 46 of the 58 counties of the state.

(Continued on Page 2)
PG&E EMPLOYEES SHOULD CHOOSE PENSIONS WISELY

J. Scott Milne, IBEW Intl. Secretary, brought out some pertinent facts about pensions in a discussion of such plans recently before the IBEW Executive Council.

First he noted that the pension plans of several International unions had failed and been discontinued because a reserve fund based on actuarial tables had not been set up.

He pointed out that those plans failed largely because they were based on the number of men at work, and not on the hours of service prospective pensioners had put in on the job.

FUNDs FAIL

Milne also noted that the miners' pension fund had failed and payers left all employees temporarily because production of coal slacked off. The fund was supported by the operators with a 20 cents contribution into the miners' pension fund for every ton of coal mined.

Everything went fine for pensioners under the plan until the miners sought a new contract and went on a three day work week to enforce their demands. At half production, the pension fund was soon bankrupt and payments stopped.

The Steelworkers (CIO), after a costly strike, finally bought a pension plan similar to that of the miners and which their leaders had recommended to them. It is also based upon the number of men at work. It provides for no reserve fund to take care of its pensioners when hard times hit the industry, either, Milne points out.

NEED RESERVE

It will undoubtedly fall by the wayside if there is another depression.

The huge and ample cash reserves, a strike or lockout—or unemployment—can quickly wreck any plan such as the CIO's, which antedate the CIO plans by many years.

Some utility systems under contract to the IBEW pay as much as 40 cents per person hour per month into a pension fund that today contains a reserve of about $30,000,000.

Thus, every member covered is assured of a pension when he becomes eligible regardless of fluctuating employment. The trust fund can never be used for any other purpose than pensions. The pension fund is good regardless of how often the member changes jobs.

On the other hand, the coal industry steel industry pensions can and did stop because of major work stoppages.

WE'LL SPEAK FOR OURSELVES

The UWUA, in its Shop Stewards Bulletin, of December 12, 1949, says "IBEW people are greatly impressed with our pension program. Murray (CIO President) has pointed out that the CIO can compete with the best any day."

The contrary is true. The IBEW is not impressed. The Murray pension formula is more 'ble in the Sky. The PG&E worker is entitled to something better and sounder in the pension line.

For a sound approach to the pension problem, let the PG&E worker first choose a sound, progressive, and trustworthy organization as its bargaining representative in the NLRB election.

CHOOSE WISELY

Then let the PG&E worker in representative meetings, give voice to the kind of pension program he wants, after he has had an opportunity to study the recommendations of committees of his own choosing.

Such a plan, based on practicability and backed by the employees, will have a much better chance at the bargaining table than any Pie in the Sky plans copied by the UWUA from the CIO.

Let the workers in the PG&E family be assured of a pension when they retire, and not possibly be denied it by any one. Let the workers in the PG&E family be assured of a pension when they retire, and not possibly be denied it by any one.
Questions and Answers About the IBEW

What are the duties of the Executive Board of a Local IBEW Union?

The executive board is empowered by the constitution to do anything that is necessary to protect the interests of the members, such as negotiating contracts with employers, making decisions on union policy, and representing members in grievance procedures. They are responsible for the overall management and administration of the local union.

What is the difference between a local union and a union?

A local union is a group of members who belong to a larger union, the International Brotherhood of Electrical Workers (IBEW). The local union represents the interests of its members in their workplace and negotiates contracts with employers. A union is a general term for any organization of workers, whether or not they are members of the IBEW.

What is the role of the grievance committee?

The grievance committee is a group of members appointed by the local union to hear and decide on grievances filed by members. They investigate the facts of the case and then issue a decision, which is binding on both the employer and the employee. The committee is often made up of members who are not involved in the grievance, to ensure impartiality.

Why do local unions have pension plans?

Local unions have pension plans to provide retirement benefits to their members. These plans are designed to ensure that members can retire with a financial security. The pension plan is funded through contributions by the employer and the employee. The plan is designed to provide a retirement income that is commensurate with the member's contributions and their years of service.

Why do local unions negotiate for the PG&E employees' pension plan?

Local unions negotiate for the pension plan of the Pacific Gas and Electric Company (PG&E) because they want to ensure that their members receive fair and adequate retirement benefits. The union negotiates with the company to ensure that the pension plan is designed to meet the needs of the employees, and that it is funded adequately to provide retirement security.

What is the difference between a pension plan paid wholly by the employer and one that is paid by the employer and the employee?

A pension plan paid wholly by the employer is funded entirely by the employer, who makes contributions to the plan. In contrast, a pension plan paid by the employer and the employee involves contributions from both parties. The employee contributes a portion of their earnings, and the employer makes a matching contribution or a fixed contribution. The latter plan usually provides more benefits to the employee because the contributions are made on a regular basis throughout the employee's career.

Why does the PG&E pension plan permit the employee to stop work and receive full benefits?

The PG&E pension plan is designed to provide retirement benefits to employees who may choose to leave the company at any time. The plan is intended to provide a source of income for employees who may be laid off, become disabled, or choose to retire early. The plan is funded to cover the retirement benefits of employees who work for the company, regardless of how long they work or under what circumstances.

What safeguards should be included in negotiated pension plans so that the employee receives full benefit from such a plan?

Safeguards in negotiated pension plans include provisions that protect the employee's interests, such as ensuring that the plan is properly funded, that the contributions are made on a regular basis, and that the benefits are fully vested. The plan should also be designed to provide a retirement income that is commensurate with the employee's contributions and years of service. Additionally, the plan should be designed to provide a reasonable level of retirement security, regardless of the employee's employment status or circumstances.

UWUA LETTER

All workers plan has a pension plan that stands on its own, and all are paid in full by the employer. However, it should be pointed out that many perils, that many adverse company actions, that many adverse changes are sought. Also what the employer does not do is not as professional as the employer does. Their services are regarded as less professional than the services of other professional organizations, and they probably give more in return for the money they receive than any other professional man in the community.
Reports From the Field

San Francisco Unit 3

At our last meeting we had an important discussion covering the latest dope on the coming union election. Matt Tobbrier, IBEW attorney, and International Representatives drew and Faveli informed our membership that the NLRRB will not hold the election until some time in January. This information is contrary to the NLRRB directive wherein they agreed to hold the election on or before December 29, 1949. Their reason for this month long delay is due to the vast amount of work involved in carrying out such an extensive undertaking. It will be necessary for the board to set up approximately 100 polling places. Many PG&E workers are roaming throughout the outlying territories in the San Francisco construction crews and it will be difficult to determine just how best to reach all these workers.

Still other workers at this time of the year are snowbound and just how they will be able to present a problem. Another problem they are faced with is a lack of personnel. It will be necessary to call upon adjoining locals in order to get the needed help.

The board contends that all of these problems will take more time than they anticipated and that also if they are not carried out in strict accordance to the existing laws there will be a danger that the election might be ruled illegal. For these reasons they are urging our forbearance with the delay.

Attorney Tobbrier stated that once the board has been held, the board will then tabulate the results, survey the conduct of the election and then certify as bargaining agent the union which has won. As a result of these legal actions which might be taken by UWWA and the Company, they have been getting bills from the UWUA stating that their dues are in arrears.

Upon completing this report, Bro, Mason took up the coming election. He said he was confident we would win the election. In their own territory they are personally contacting every PG&E worker to make sure he gets out to vote. “Everyone of us,” he stated, “have a real stake in this election to win better wages, conditions and job security. We don’t want just a majority vote. We want a 90 per cent IGUE worker vote. Such a vote will show the management that we are determined to be free again to make PG&E realize we have the majority has chosen.

During these past years we have changed from independent to U.W.U.A., then to U.W.U.A. and then to IBEW-A. F. of L. Each time we had discussions with difference of opinion and even a few who prophesied we were heading for a breakup. Each time in our local in Redwood district we have followed the recommendations of our local movees by an open discussion and vote at a membership meeting.

The last change was talked about by our membership almost as early as in the fall of 1947. In the summer of 1948 we put a committee to investigate this step. The committee considered the delegation from each local. The delegate from our local was instructed to investigate every avenue by which we could get away from the program.