



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 bustle 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 2,600 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

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Utility Facts Holiday

There will be no issue of Utility Facts next week. Publication will be omitted to give the IBEW office force and staff a little extra time off for Christmas. Also the AFL printers.

Any special situations which may arise due to UWUA tricks or propoganda will be exposed, if necessary, through the use of handbills.

In lieu of the next issue, a special letter bearing Holiday Greetings and pertinent information will go out to the entire Utility Facts mailing list.

To those of you who may not get the letter, however, the staff takes this opportunity to wish every PG&E employee a Merry Christmas and a Prosperous IBEW New Year.

The Seven Ghosts—

They're Whipping Up Fine Pie in the Sky

—Check That Recipe!!

Those seven UWUA Ghosts (see story elsewhere in this issue) who fought so hard to forestall an election for PG&E workers have broken out of the so-called UWUA Joint Council haunted house after a year of inaction. They suddenly have the answer to all the ills of utility workers everywhere. Their answer is "Pie in the Sky". The Ghosts even got over onto the IBEW side of the PG&E with their "Pie" promises.

The biggest cut of pie currently being offered to PG&E workers by the UWUA is pensions—the sort of pension plan recently won for CIO Steelworkers. The plan is partly financed by the steelworkers themselves and partly by the steel companies.

IBEW PLAN

The IBEW has had such a plan in operation for certain industry

groups within the IBEW for several years, paid partly by members and partly by employers. It has been, and is being, improved from year to year.

In addition, where employees of a particular firm have not seen fit to demand pensions as a part of the contract covering them, pensions have been available to individual IBEW members who want them through the IBEW's International Pension fund which has a reserve of over \$30 million.

When the PG&E employees have made the IBEW their official bargaining agent, it is prepared to bargain for whatever kind of pension plan the majority of employees want.

MANY PLANS

IBEW officials point out that

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UTILITY FACTS

Official Organ of IBEW
Local 1324



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Agreement Expedites NLRB Election on System

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the state, from the Tahachis on the south to the Oregon line on the north, and from the high Sierras along the Nevada line to the California coast line.

More than 12,500 employees in that area will be entitled to vote.

THE CONFERENCES

The stipulations were arrived at in two day-long conferences of the parties on Thursday and Friday of last week, held in the S. F. offices of the NLRB and of the company. They met again Monday to check over eligibility list submitted by the company, and to again pore over maps submitted by the company which showed a breakdown by divisions, together with the number of employees eligible to vote in each district.

The following representatives were present at the stipulation conferences:

For the IBEW: Intl. Rep. Merritt Snyder, IBEW Atty. Matt Tobriner, Bus. Mgr. Charles Mason of Local 1245.

For the UWUA: Pres. Fisher, Vice-Prés. Straub, Field Rep. Shedlock.

For the Company: Personnel Director Nevraumont, Industrial Relations Director Tilson, and Atty. Paul St. Sure.

For the NLRB: Paul G. Hoffman and assistants, who will have charge of the election.

QUESTIONS and ANSWERS

What Type of Membership Is Available to the Employees of PG&E Under Local 1324?

Either "A" or "BA". The "A" membership includes death benefits and retirement pay. The "BA" membership gives full union protection without the death or retirement benefits, and these members have a reduced amount of dues.

Are All Members Afforded the Opportunity to Vote on Agreements, By-Laws Changes, Elections and Determination of Principles of General Policy?

Yes. IBEW recommends a referendum vote be taken on all of these matters, and every effort be

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 payments discontinued 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.

Without huge and ample cash reserves, a strike or lockout—or unemployment—can quickly wreck any plan such as the CIO's, which is based entirely on production, Milne says in the December issue

made to secure a 100 per cent vote.

FLEXIBLE

The flexibility of such a system insures all employees full representation within the organization. The units meet at least once a month, each being officered by a locally elected chairman, vice-chairman, recorder, assistant financial secretary, and executive committee.

The minutes of the unit meeting are forwarded by the recorder to the general office of the local union for the information guidance and action of the local. Unit meeting minutes are generally sent to all units, so that they may all keep advised of each other's actions.

of the Electrical Worker.

He also notes that the CIO plan, as written, gives no pension protection to the worker who quits his job, or moves to another city.

The IBEW has a pension plan which has been in effect for 20 years; has a reserve ample to take care of future claims against it; is supported partly by member contributions and partly by employer contributions; is optional with the members of IBEW utilities unions whether the utility that worker is employed by is required to contribute to the plan or not.

IBEW PENSIONS

However, Milne adds, plans where the employer pays all pension costs are not new to IBEW local unions, and many are in effect that antedate the CIO plans by many years.

Some utility systems under contract to the IBEW pay as much as 13 cents per hour per employee into a pension fund that today contains a reserve of about \$50,000,000.

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 pensions are good regardless of how often the member changes jobs.

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

WE'LL SPEAK FOR OURSELVES

The UWUA, in its Shop Steward's Bulletin of December 12, 1949, says "IBEW people are greatly impressed with our pension program. Murray (CIO President) has proved that the CIO can deliver."

The contrary is true. The IBEW is not impressed. The Murray pension formula is more Pie 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.

One Organization Campaign No Cinch; Needs Hard Work

Despite the encouraging news coming in from the field on UWUA desertions, every PG&E employee who believes in the One Organization—IBEW slogan is going to have to get out and pitch for IBEW in this campaign to make the slogan an effective reality, Local 1324 officials point out.

There should be no overconfidence despite all the good news on organizational progress, they continued.

It was also noted that the UWUA was somewhat taken by surprise by the sweeping NLRB refusal to let it continue on the backs of the PG&E employees. For UWUA must now justify its past interference with local autonomy, its deals, its lies and its inaction to 12,000 PG&E employees—not to just the 5,000 Bay employees it has represented so sadly during the past year.

SHOCK

The very fact that the UWUA was shocked by the system-wide election order, however, and the additional fact that it is usually slow to react to any given matter, poses a dangerous situation for IBEW adherents.

That situation is this: Because the UWUA was undoubtedly ill-prepared for a system-wide campaign; because it has little understanding of the needs and aspirations of PG&E workers; because it has little to offer in the way of union advantages, it can be expected to fall back on its usual pattern of subterfuge, lies and character assassination in the hope that it can stave off a system-wide IBEW union.

Therefore, Local 1324 officials say, every IBEW supporter must work harder than ever from now until the election to get across to the PG&E employees just what IBEW has to offer.

HARD WORK

IBEW advantages have been publicized well in the past year around the system, both through leaflets, Utility Facts, and open meetings.

However, while the election was pending there were many neutral persons who did not bother too much about the issues or relative advantages of UWUA or IBEW. Now they will want the answers and IBEW adherents must be prepared to give them.

So, to ensure a big One Organization vote and a better 1950 contract, every IBEW supporter must avoid overconfidence, and should dedicate himself to getting out a big IBEW vote when election day rolls around.

They're Whipping Up Fine Pie In the Sky

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there are many kinds of pension plans and not all of them are good plans.

Some plans, such as the Steelworkers plan, tend to tie a worker to his job, to enslave him, so to speak. The IBEW pension plan permits a worker to be covered wherever he may wish to work, so long as he is an IBEW member. However, it should be pointed out again that the IBEW is prepared to negotiate for the PG&E employee any plan he himself wants, collectively. A large IBEW majority vote in the forthcoming election will enhance pension possibilities.

Any plan presented to the management of PG&E by the IBEW should certainly have the benefit of exhaustive and expert study to ensure that the worker winds up with a pension plan that stands up and really achieves the objective originally sought.

BOOKLET

In a 70-page booklet on pension and health plans prepared for the AFL San Francisco Labor Council, Norbert Cronin, AFL Insurance Consultant, points out, among many other perils, that many advantages accrue to the employer where such plans are jointly financed. Dividends pile up and are often made returnable to the employer. Also what the employer pays out is tax deductible.

Norbert says that safeguards should be included in negotiated pensions that permit the employee to receive full benefit from such a plan, whether it is paid wholly by the employer or only in part. With 70 pages devoted to an explanation of such safeguards, it follows that any union seeking a pension or health plan should be prepared to back its aspirations with a sound program, if it is to be obtained.

UWUA LETTER

All of which brings us back to the seven ghosts and pie in the sky.

On October 31, 1949 a letter bearing signatures of the Seven UWUA Ghosts was dispatched to the Company stating the contract was being opened for "modifications." (IBEW has a photostatic copy of this letter). The letter stated that UWUA's proposals would follow in seven days.

However, the IBEW has learned that the only proposals that did follow were verbal ones. No formal proposal for a pension or anything else was made. The UWUA had never bothered to prepare such a plan. At least none was submitted.

(Bear in mind that all of this jockeying took place at a time when the UWUA thought it had a

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 the local union can do—between meetings. When in the judgment of the board immediate action is necessary to protect the interests of the members, such action is taken. The board usually meets once between regular meetings of the local union, and is subject to call for special meetings. The business manager is present at the board meetings, and reports to it in much the same manner as a manager of a business concern reports to its board of directors. Matters of union policy are discussed and formulated at these meetings and later presented to the local union meetings for adoption or rejection. The executive board in some cases is the negotiation committee when agreements with employers are made or changed. The board also acts as a trial committee when serious violations are charged; and as a grievance committee when any member feels he has been unfairly treated by officers or other members of the local. Next to the business manager, the members of the executive board are usually the hardest worked members of the local union.

What Are the Duties of the IBEW Business Manager of a Local Union and What Salary Does He Receive?

He is just what the name implies—the business manager, but his duties are legion. He is the contact man between the members and the employers. He keeps a vigilant eye to see that no violations of working agreements occur, and when disputes arise settles them as quickly as possible. In company with business repre-

ferred place at the PG&E bargaining table. It sought another "quickie" contract and a few minor crumbs that it could take back as window-dressing to its members.)

A UWUA pension program and other UWUA "Pie in the Sky" became the theme song when the Company informed the seven UWUA Ghosts that it doubted whether legal bargaining was in order with an NLRB election pending.

The Ghosts, after being turned ignominiously away from the table, immediately trotted out their "Me Too" bandwagon and began to act like they really had the interest of the PG&E employee at heart for a change.

Check that UWUA recipe for "Pie in the Sky" before you buy!!

sentatives of local unions of other labor organizations, through the Central Labor and Building Trades councils, he is active in promoting the general union activity of his community. He is held responsible by the International Office for the protection of the jurisdiction of the IBEW in his territory. An important part of his duties is the handling of the union office, and maintaining accurate statistical information relative to hours and wages of the members. In addition, he is often asked to serve on various committees working for community benefit.

Speaking of business managers, a former International Secretary once said: "Too often these men are little appreciated by the membership. Their services are regarded not as professional performances demanding unusual power and energies, but just another stint performed by a fortunate officeholder. Good business managers are not just ordinary workmen, nor are they mere office-holders. They probably return to the union professional services worth thousands of dollars a year to the organization, and they probably give more in return for the money they receive than any other professional man in the community."

His salary is usually set at a figure slightly in advance of the journeyman scale—but when the extra hours are counted, it is doubtful, in most cases, that he gets even the journeyman scale.

Do Unit Locals Hold Meetings?

Yes, Local unions having unit locals usually arrange to have each unit hold one meeting a month for purely unit business. Members of unit locals have a voice and vote on all local union matters. Voting on unit business is restricted to unit members. No matter affecting members of another unit can be transacted at a unit meeting. However, unit meetings can make recommendations to the local union which if accepted become binding on all members of the local union.

What Is a Unit Local?

A subdivision of a local union, designed more efficiently to handle the special problems of members in large local unions. They are composed of workers coming under the local union charter in a designated city or location.

TAKE ACTION

At the meetings of the unit, the members take definite action on any subject that pertains to them alone. However, any subject which would affect members outside of the unit is recommended to the local union as a whole for consideration in turn by the local union,

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
 STANLEY ROSS 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. I. 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
- UNIT No. 8—PETALUMA**
 HARRY STURGES Chairman
 RICHARD B. IRVINE Secretary
 (Other officers to be announced after election at next meeting.)

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, IOOF 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 St., Oakland.
- UNIT No. 8—PETALUMA**
 (Regular meeting night to be announced after arrangements are made for a hall.)

and may be submitted to a referendum vote of the entire membership of the local union. This is particularly the case when by-laws, agreements, elections, and general principles of operations, etc., are concerned.

Reports From the Field

San Francisco Unit 3

At our last meeting we had an informal discussion concerning the latest dope on the coming union election. Matt Tobriner, IBEW attorney, and International Representatives Snyder and Favell informed our membership that the NLRB will not hold the election until some time in January. This information, is, of course, contrary to the NLRB 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 general 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 to reach them will present a problem. Another problem they are faced with is a lack of personnel. It will be necessary to call upon adjoining states in order to get the needed help.

The board contends that all of these problems will take more time than they had previously 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 Tobriner states that once the election 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. During this certification period, Tobriner stated we can be faced with more serious delays as a result of legal actions which might be taken by UWUA and the Company. To prevent this from happening, IBEW has entered into a stipulation with UWUA and the Company, which permits the present union contracts to remain in force until the board has certified the bargaining agent. This also prevents either party from filing charges because of the existing contracts.

The joint meeting arranged by International Representatives Snyder, Drew and Favell with the assistance of all Local 1324 active and key people in San Francisco was an overwhelming success. The turnout was so large all available space was filled with extra chairs.

Representative Snyder made the opening talk. He stressed the need for unified action through the PG&E system and told of the progress made to date in the four Bay divisions, and of the ever increas-

ing sentiment for IBEW. This was further substantiated by Representatives Drew and Favell, who have established a new IBEW unit in Petaluma and split the UWUA wide open there.

There are now eight UWUA units instead of the original four.

Local 1245's Business Manager Brother Charles Mason and his assistants, Business Representatives Bart Ford, Paul Smith, Al Parnell and Jack Castro were then introduced to our membership by Bro. Snyder.

With the introductions over, Bro. Mason thanked Local 1324 members for the interest shown by them in turning out for the meeting in such large numbers. He outlined the manner in which Local 1245 operates and laid special emphasis on their practice of giving regular service to their membership. Also he stated, they have 63 units scattered throughout the greater part of California. A representative attends every one of these unit membership meetings. They make a full report to the unit membership and take up whatever problems and beefs the membership may have. In addition to this routine work, representatives are subject to immediate call from any unit which may have need for them in emergencies. To cover this wide-spread territory and do a satisfactory job many representatives travel as much as 1000 miles each week.

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 or better vote. Such a vote will make PG&E realize we have the solid backing of PG&E workers and will strengthen the bargaining position of Local 1324 and Local 1245." He promised us full cooperation.

Local 1245's representatives were well received by the membership of the four Bay divisions. They were given a vote of thanks.

Local 1324 was glad to see visitors from their sister units in Oakland and Martinez. From Oakland was Ed White, Local 1324's financial secretary. From Martinez were Bros. Weakley, Petty, Hastings and Hardie.

When the meeting ended, all the members took quantities of literature with them for on the job distribution. They all promised to work hard between now and election date to get out a large IBEW vote.

Unit 3's Publicity Committee.

Some 500 lives are lost each year in the United States through carelessness in using and storing gasoline, kerosene and other petroleum products.

FROM THE MAIL BAG

Brothers:

About 1933 there was an open meeting held in the firehouse at Redwood City for the purpose of forming a local here in Redwood district to join in a union movement that started in San Francisco and spread to the four Bay Area Divisions. The local was formed and what is now Unit No. 2 IBEW was born.

Every member who joined here that night (who are still with PG&E in this district) are active members in Unit No. 2. We have had our ups and downs, but have always come through together, all working to help the program which the majority has chosen.

During these past years we have changed our affiliation four times. First we changed from independent to U.E.R.M.W.A., then to U.W.D.C., 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 break-up. Each time in our local in Redwood district we have followed the recommendations of our committees by an open discussion and vote at a membership meeting.

The last change was talked about by our membership even as early as in the fall of 1947. In the summer of 1948 we put a committee out to investigate this step. There were delegates asked for from each local. The delegate from our local was instructed to investigate every avenue by which we could get away from the **dictatorial policy of our national office**. Not all of our members were at that meeting, but I remember well how strong the feeling was to find a way out; a way to be free again to move for better working conditions and wages as we saw fit without being propagandized by our national against such action after the decision on such action had been made. (This had happened during our last talks with PG&E regarding a raise.) Guy Troxel was plainly told to endeavor to get the above committee to bring back the best possible program, but it must lead away from U.W.U.A.

This committee was out several months. They found the IBEW (since 1941) had a utility union that functioned on exactly the same lines as we had been used to in the CIO before the U.W.U.A. started doing business directly with the utility industry.

The committee's recommenda-

tion was to withdraw from the CIO and affiliate with the A. F. of L. which the Redwood district local did along with Contra Costa, San Francisco and most of the North Bay locals. We did this by a vote of our membership at a regular meeting.

Fellows, this is too long a letter, but it is written for the ones in Redwood district who have not followed our progress and attended all meetings.

We will soon have an election which is the next step in carrying out the action taken by our local over a year ago. Let's all get behind it and push. On election day let us all vote IBEW—One Organization on the System.

E. F. CHITTINDEN.

IBEW Members Get Dues Bills from That Other (Union?)

Many IBEW members who have been members of Local 1324 since it was chartered nearly a year ago, and who have signed cards revoking the UWUA's right to collect dues from them through the check-off have been getting bills from the UWUA stating that their dues are in arrears.

The bills are of the "please remit" variety.

While the IBEW recognizes that dues are the lifeblood of any union organization, it can find no justification for such efforts as the UWUA is employing to collect dues for which it never provided any service, especially since the employees in question are no longer members of UWUA.

The IBEW has not heard of any PG&E employee who has heeded the UWUA bills. In view of the fact that UWUA has done little in the past year to merit any payments from any PG&E employee, UWUA or otherwise, few are likely to heed the bills.

The UWUA cannot seem to get it into its collective head that it does not own any PG&E employee it has been allowed to represent in the past.

And if it had been on its toes during the past year's campaign by the IBEW to win an election; if it had done something about the employees' conditions instead of coasting along because the company had favored it with a quickie contract, it might today be getting more dues on a voluntary basis.

Sec. 434.66, P.L.&R.

U. S. POSTAGE

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