



Organization Flash!!

San Jose Employees Set Up Another IBEW Unit

San Jose, considered by the UWUA to be one of its most dependable strong points, the home of one of the few UWUA locals that are not in the paper union ghost class, set up IBEW Local 1324 Unit Number Nine on December 19, just a week before Christmas.

PG&E employees turned out for the meeting, the second large IBEW gathering held in the area recently. Temporary unit officers were elected.

SECOND MEETING

The birth of the unit and election of its officers followed by just one week an earlier meeting which 60 PG&E employees attended and signed IBEW membership applications.

IBEW Representative "Heavy" Newcombe arranged the meeting. He was assisted by Les Glasson, Local 1324 president and a PG&E employee for 30 years.

The election turnout, though down somewhat from the previous record meeting due to UWUA pressure and the holiday-press, was nevertheless a significant and very satisfactory event, and typifies the snowballing IBEW sentiment in the Bay Area. Recently Petaluma set up Unit Number Eight of Local 1324.

Newcombe said that the unit was not established at the earlier meeting because he felt that the boys had turned out for that one merely to hear what IBEW had to sell. Despite the nearness of Christmas they came back the following week determined to have their own IBEW unit and they set it up.

The other eight IBEW units were set up in a similar democratic manner without high-pressure salesmanship or carpetbagging skulduggery and propaganda such as the UWUA is attempting now around the system.

Officials of the new unit immediately launched an organizational

Eureka!! UWUA Ghosts Were There

Recently a UWUA misinformation sheet reported that sentiment for the UWUA was going up, up, up in Eureka and down, down, down for the IBEW. The report even had a touch of reality to it. It said that Business Manager Mason of Local 1245 had not visited the place since way back, thus leaving the local IBEW contingent there unserved and neglected.

It was a pretty good story except that not one whit of the report was true. The whole thing was a figment of someone's imagination, designed to counteract Utility Facts publicity that the UWUA "Island" in the Bay area was slowing ebbing into a sea of West Coast IBEW members.

According to the dictionary, Eureka means, literally, discovery. The exclamation is attributed to Archimedes upon discovering a method of determining the purity of gold in ancient King Hiero's crown.

If the UWUA representatives would venture personally into Eureka (and they were there only in the pages of their Misinformation Sheet) they would hear and discover what Business Manager Mason heard and discovered there on his last visit about a week ago.

Mason heard that there had never been a UWUA representative in town either before or after the NLRB announced its election decision. If there had been, that UWUA Rep would have discovered that unionism in Eureka was still pure gold and still IBEW.

Mason got letters and affidavits campaign of their own by setting up teams to canvass employees in the area house to house.

PG&E ESTIMATORS LINE UP WITH IBEW

Gene Ripperdan, estimator who is working full time with this PG&E group of specialists advising them on the merits of the IBEW, reports gratifying progress to date with his organizational work.

At a meeting one week ago last Tuesday more than half of the estimators working in the Oakland area for the Company turned out for the meeting. They left full of confidence that they can expect to gain more through the IBEW

than any other collective bargaining agency.

This feeling was due in part to disillusionment over their treatment by the UWUA, which has consistently ignored the interest of all white collar workers who fall within the physical bargaining unit.

It was the consensus of those at the meeting, Ripperdan reports, that so far as the estimators were concerned, the UWUA has been only a collection agency.

UWUA Sacto Meet Fizzles; 3 Show Up

The Carpet Baggers from the New York Consolidated Edison Brotherhood company union led by Pres. Joe Fisher weren't even able to open up their bag of slander, misinformation and lies when they invaded IBEW Local 1245 territory recently.

They held two meetings in Sacramento and only three PG&E employees showed up—the same three each time.

These two meetings were the same meetings the UWUA has claimed in publicity to have been enthusiastically attended.

Charles Mason, Local 1245 business manager, reports that the invasion so far of 1245 territory by UWUA top officials has been a complete flop.

A YEAR TO ACT

In the Bay area PG&E employees have had chance to watch the UWUA in action while the IBEW election petition was pending. Despite the fact that an election was inevitable, the UWUA,

while there to prove this statement.

It is now evident that if any UWUA meeting ever took place in Eureka or if any UWUA Rep. was there as stated, it must have been one of UWUA King Fisher's Seven Ghosts from the UWUA so-called Joint Council. Eureka!!!

in the year that the petition was before the NLRB, did nothing to win the confidence of the Bay Area employees.

What remained of the UWUA a year ago after the Bay Divisions bolted from that organization has been slowly rotting away in the interim. That rot is a history of the growth of Local 1324 in the Bay Divisions from an original four units after the bolt to nine now.

Realizing that their union policies are well-known in Local 1324's territory which contains 5000 potential IBEW votes, the UWUA carpet baggers apparently thought the 7000 IBEW members in IBEW Local 1245's PG&E sector would be a more fertile field for their nasty propaganda and lies.

EMPLOYEES WANT FACTS

The fact that they could get no more than three PG&E employees—the same three each time—at their Sacramento meeting is further proof that PG&E employees like their unionism along traditional trade union lines.

In another Local 1245 IBEW sector, National Rep. Agers was greeted with similar disinterest. He showed up on the Drum Division in Humboldt county and was rudely insulted for his carpet bag-

(Continued on Page 3)

UTILITY FACTS

Official Organ of IBEW
Local 1324



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Mateo Employees Deplore Literature Put Out by UWUA

Fifty-five percent of the PG&E employees in the San Mateo district turned out recently at a meeting held there. To be more specific, 51 PG&E employees were at the meeting in addition to those from Redwood City who were present.

Intl. Reps. Merritt Snyder and Kenny Favell, who reported on how the election would be held and answered questions, felt that such a turnout during the pre-holiday season was a fine example of the growing interest all over the Bay Area for the IBEW.

Many of those present at the meeting expressed their disapproval of the UWUA mudslinging campaign and thought that if mud and "Pie in the Sky" was all the UWUA had to offer, that union would not get their vote.

The San Mateo group was one of several which went IBEW last January when Local 1324 IBEW was chartered and set up, more than 90 percent of them signing IBEW pledge cards.

\$2,000 Reward to Commie Baiters

UWUA smear experts may win themselves a total of \$2000 if they can prove any official of Locals 1324 or 1245 IBEW are communistic or follow the communist party line.

Not only will \$1000 be paid for proper proof that any official of either IBEW local is communist but upon conviction of such a charge by a proper trial board, such members will be expelled from either local.

Not only have all present Local 1324 and Local 1245 officials submitted non-communist affidavits to the NLRB but the NLRB has accepted such affidavits and as provided by law, have accredited both locals to use the facilities of the NLRB.

FROM THE MAIL BAG

AN OPEN LETTER TO THE
LEADERS OF UWUA's
LAST OUTPOST:

For many months you have carried on a little vendetta against a few rank and file employee members of Local 1324, IBEW. It's about time you were answered. Your frustrated tirades are humorous except when you use misquote, innuendo and suggestion to intimate that we, you know who I mean, are the stooges of past leadership in our movement into the IBEW-AFL.

You attempt to bait us into a red-baiting spectacle in order that we may alleviate your phony suggestions of communist domination. It seems to us that you are pretty bankrupt when you keep playing your cracked record, which is, evidently, the only one you have.

I remember, a few years ago, when there were no Doyles, Agers, Shedlocks, etc., around here pioneering a union when it was tough to advance the cause of Organized Labor on this system.

The old CIO Union was built, not because of, but in spite of, eastern pie-cards and johnny-come-latelys. Our full time, elected leadership in those days worked hard with many of us to build a Union of 7000 members on this Coast.

You, Doyle, and you, Agers, came into the picture somewhat belatedly. You worked with that same leadership you are now scared to death to be identified with.

You, too, can be quoted from the record in support of many policies and programs which you now decry as disloyal and subversive.

So what. Those days are gone forever. The old CIO is dead and you can take much of the credit for its funeral. We, whom you continue to slander, are not proud and do not boast about the death of a good Union.

It is your chosen job to try to pin a red label on our former leadership, not ours. Your differences of opinion with that leadership were primarily political; ours, primarily economic. You demanded a Union of political adherents to you and your planned program. We demanded a strong, unified Union which would and could act in our behalf in collective bargaining. You have placed your program before the employees and we have submitted ours. The employees will soon decide which they believe to be the better program.

Now, as to myself. I have voluntarily ceased to be a member of your group, having decided I didn't like your Union and its program. Although no charges have ever been placed against me by you or anyone else for any alleged violations of trade-union principles, I stand "guilty" of the "charge" of having joined the IBEW along with men who are respected by the men with which they work.

On the ridiculous charge you have made, the one which is now

being thrown into your inter-CIO squabble in San Francisco, regarding our move into the IBEW.

That move was made in spite of you and over the opposition of our former leadership and you know it.

That move was pioneered by those same employees who repeatedly opposed non-communist affidavits except when absolutely necessary to derive some benefit. This was in accord with CIO policy at that time. The benefits of IBEW were offered, compliance followed by the officers of our Local 1324, which was in complete accord with IBEW-AFL policy. We are now before the Board, much to your chagrin. When you red-bait the IBEW you really expose your lack of principled program.

In the future, therefore, if you wish to continue your character assassination and slander of your fellow workers, be at least honest enough to call us individual Reds and stand ready to prove it by fact, not back-door suggestions that because we differ with you, we are therefore "subversive". Be prepared to stand in a Court of Law and make your case. It had better be good because you have done enough harm already to supply documented evidence, to at least indicate that you believe us to be not merely principled antagonists but more serious, synonymous with alleged criminal activities.

You know, it's a pleasure to be associated with men of principle as we are in our Local IBEW Union. Men who have been in Organized Labor for decades and who recognize the past and present efforts of those you slander as being worthy of decent treatment. You really ought to try it some time.

—RONALD T. WEAKLEY.

GLASSON'S GROANS

Joe Goebbels, Hitler's propaganda artist, once said that if a lie suits your purpose and if it is a means to an end, use it. There are certain types of people who glory in digging into the mud to besmirch the union movement. No lie is too big nor slime too smelly for them to handle if it suits their purpose. No decent person is immune. When the company-union carpet-baggers of the UWUA picked me for their target, it was like driving a wagon full of empty cans. The cans make a lot of noise but they are just empty cans. The UWUA Goebbels recently reached into its carpet bag for a fish wrapper that: "L. G. Glasson, President of Local 1324 B, has publicly stated that if the IBEW wins they intend to bring back Hames, Bloomer, Ward and Dougherty". In the first place, Local 1324 is an "A" and "BA" local, but they did not understand that, judging from their half truths and promiscuous handling of facts

Continued on Page 3

Smear!



DANIEL W. TRACY

Daniel W. Tracy, above, president of the International Brotherhood of Electrical Workers, as he appeared during World War II when he served the nation as wartime Assistant Secretary of Labor.

He was picked for the job by the late President Roosevelt because of a distinguished record in the interest of several hundred thousand IBEW members in particular and the whole labor movement in general.

At a time when there was great pressure from industry to relax the labor laws and use the war emergency as an excuse for attacks on long established trade union gains, Tracy rolled up an impressive record as Assistant Secretary of Labor that was commended by labor leaders of all groups as well as by industry leaders.

DRAFTED

After the war he was drafted from his government job by IBEW convention delegates to run as president, and was established in his present position as president of the IBEW.

Tracy is currently serving the present administration as a member from the ranks of organized labor on the National Civil Service Board, a body charged with investigating cases of discrimination against minorities.

The UWUA does a disservice to the whole American labor movement when by innuendo it seeks to smear Mr. Tracy and his distinguished career for the sake of a few possible votes to save a dying, power-lobby influenced union.

In fact, it is very doubtful if the charges and lies being distributed by the UWUA will have the desired effect. To those in the IBEW who are close to the campaign the lies and framed smears are so obvious that they are betting that the PG&E employee will see through them as easily. They are betting that the foul "criminalism and communism" UWUA propaganda will alienate more votes than are gained.

IBEW Offer to Debate Issues Still Goes

The fact that the PG&E employee is interested in trade unionism was spotlighted recently at Santa Rosa where the largest meeting to date was held.

A UWUA member who was present asked Representatives Merritt Snyder and Larry Drew if the offer to debate issues still goes.

Their reply was a resounding "Yes!" The IBEW will debate any issue the UWUA may raise.

In fact, IBEW officials were denied an opportunity to debate issues before Oakland and other UWUA groups early in the present campaign.

However, the IBEW hereby invites Mr. Fisher, Mr. Straub, Mr. Shedlock or any other UWUA officer to appear before IBEW meetings and debate issues or to air any of the charges they are making in their publications.

Further, the IBEW assures these officials of courteous and fair treatment if they take advantage of this offer, despite the fact that they have stooped pretty low with their propaganda.

GLASSON'S GROANS

(Continued from Page 2)

in their previous fish wrapper. There are no "B" members in Local 1324 nor is it possible to have "B" members.

And furthermore for the information of those interested, I did not make the statement attributed to me and quoted above at any time or at any place. Nor did I make a statement that could be construed as such.

Therefore, I am asking the UWUA in all fairness, if they know the meaning of the word fairness, to publish the name or names of those who said I made such a statement as quoted above.

I am asking UWUA to either put up or shut up.

I will stack my union record against any on the system. I have been fighting for decent unionism on PG&E for years (that is why I am now in the IBEW). I have fought ultra-radicalism as I now fight company unionism (Fisher kind). I have never knowingly made a misstatement about the present campaign any place or any where.

Local 1324's fight has never been with PG&E employees. It has been a fight against company unionism. (Fisher type). Every PG&E employee is entitled to membership regardless of previous union connection. In fact, any loyal PG&E employee, who is also a loyal supporter of American principles, is welcome to IBEW membership and councils. The IBEW seeks all men of good will.

LESTER GLASSON,
President, Local 1324.

PENSION GAIN, WAGE BOOST

A general wage raise of 6% retroactive to October 1, 1949—the second raise since IBEW defeated UWUA in a collective bargaining election 18 months ago; an improved pension plan, additional paid holidays, and paid life insurance and other contract improvements have been secured for Duquesne Power and Light Company employees in Pittsburgh, Pa., have been won by the IBEW, according to a letter just received at Local 1324 headquarters from K. J. Raynes of the Duquesne IBEW Joint Board.

Under the new contract the pension plan—based on individual service—will pay a minimum of \$75 per month, a raise of \$15. The plan is backed up by adequate reserves which assures regular payments regardless of work stoppages or possible economic misfortunes of the company. The proposed CIO plan has been criticized by many experts because it does not provide for these safeguards.

Life insurance, paid for entirely by the company, is upped from \$3200 to \$4200.

OTHER GAINS

Another paid holiday has been added, giving the Duquesne workers a total of 10 annually. Also, election day is made a partial holiday with a provision for two hours of pay for time off to vote.

The Duquesne sick plan was also improved. The waiting period is cut down to one day from three. Employees with seniority up to five years may be paid for four full weeks or nine half weeks of sick time. Workers with service under ten years may be compensated for 13 weeks of sickness and 13 half weeks, while those with more than 10 years service get 13 full weeks and 39 half weeks.

Many inequities were adjusted in the new contract. It will run for two years, but may be opened for wage increases and further pension plan improvements on the anniversary date.

Progress of the Duquesne IBEW employees was a big factor in a recent election among three small subsidiary companies of Duquesne Power and Light Company. The employees of those companies voted UWUA completely out of the electric power company picture around Pittsburgh recently after the bulk of Duquesne employees had earlier turned down UWUA on their NLRB ballots.

UWUA Sacto Meet Fizzles

(Continued from Page 1)

ging efforts by Local 1245 members. He pulled out in a hurry.

Apparently it is going to take more than a carpet bag full of promises and lies about the IBEW and its officials to win the votes of PG&E employees.

IBEW Economic Eggs Are Not All in One Pension Package Here's an 18-Point Plan That Is Sound and Flexible

When the IBEW sits down with the Company after it emerges from the coming NLRB election as collective bargaining representative for PG&E employees it does not propose to carry all its economic proposals in one basket labelled "CIO pension plan."

IBEW committees are busy NOW gathering data from the IBEW statistical department and from other sources to bolster the 18-point plan below. Evidence and experience of other IBEW utility local unions will be drawn upon liberally.

However, the plan is flexible. Its final form will be determined by PG&E employees themselves when their full majority opinion is heard on the plan after the election. The program was first presented to PG&E employees on October 19th, more than a month before the NLRB announced its election decision and UWUA began talking about the CIO pension plan.

1. A business manager and full time business representative serving the membership of the Four Divisions.
2. Wage increases across the board. Wages, inequities and job reclassifications to be given a thorough study in conjunction with Local 1245 with the objective of joint negotiations.
3. An adequate pension with joint union-company administration.
4. Improved hospitalization and health plan.
5. All grievances now existing will be part of negotiations.
6. Uniform grievance machinery for the four divisions now; with the ultimate objective system-wide grievance machinery. Accrued campaign grievances to be cleared up.
7. Clarification of contract section defining classifications. Proper pay for work performed.
8. A joint union-management apprentice training program, with progression increases at definite intervals and full journeyman's pay on completion of training.
9. Cooperation with other Coast IBEW Utility unions for establishment of a unified coast-wide program and contract.
10. Improve arbitration machinery. Use it when necessary.
11. Local autonomy such as other IBEW Utility locals have and as provided in the IBEW constitution.
 - (a) Election of all officers by referendum ballot.
 - (b) Write own by-laws to be approved by membership.
12. Establish proper G.I. training program. Contract guarantees of seniority for those inducted into services.
13. Complete organization of clerical workers.
14. Maintain cooperation with IBEW Local 1245.
15. Establish a joint union-company job bidding committee which will determine job awards.
16. Stronger seniority guarantees in the contract. Rewrite all sections which need strengthening.
17. Make both Armistice Day, Admission Day and Election Day paid holidays. Improve holiday conditions.
18. That these recommendations be approved by a majority of Bay division employees. (They have already been approved by a majority of IBEW Local 1324 members.)

Open Letter To UWUA Pres. Fisher

Sir:

Please note that we are addressing YOU, Mr. Fisher. For it is our feeling that the few members who cling to the UWUA do so out of a misplaced loyalty that is typical of good union men. We think you are doing those union members an injustice by the type of campaign you are conducting. What we have to say we want to say particularly to you or any of the other National officers who may have come out to California from that Eastern citadel of company unionism—The Brotherhood of Consolidated Edison Employees, UWUA.

Well, Mr. Fisher, since you have PERSONALLY taken charge of this campaign it has reached a plane that even your field representatives never stooped to during the year that they have been out here trying to undo the damage brought about by your high-handed policies and interference with autonomy. And by damage we mean the approximately 3500 out of 5000 employees who quit your union last fall in disgust and joined the IBEW.

VOTE WILL TELL STORY

We do not propose to base our campaign on personalities, Mr. Fisher. But we do reserve the right to criticize your policies. We do not think those policies have any place in the trade union movement. We will find out how right we are when the vote is in and counted.

Now, Mr. Fisher, since you have chosen to come out here from your Eastern headquarters to personally run this campaign, since you are calling the shots, and since you are the National president of the UWUA, you'll certainly have to receive whatever onus there is connected with what you are doing.

Since your arrival, Mr. Fisher, you have had several pamphlets issued. They contain some of the most lowdown propaganda we have ever seen in similar campaigns. Eighteen months ago on the big Pittsburgh, Pa., Duquesne Power & Light system similar campaign literature was handed out. The misstatements and lies you used in that campaign were MILD compared to what you have done to date on the PG&E system. AND the workers on Duquesne would have no part of your organization or your rank promises.

TRADE UNIONISM NEEDED

We of the IBEW feel that this campaign among the PG&E workers should be fought along traditional trade union lines. For in the final analysis, the PG&E employee is going to judge your organization by how good a trade union it is and not by how cleverly you lie about the issues or how you smear your opponents.

In fact, Mr. Fisher, the judging has already begun and it is not favorable to you. Our office has had scores of calls and many letters from your own Local Union officials deploring your taste of campaign literature. Though these people may feel honor-bound to stay in your camp for the time being they are going to cast their vote for the IBEW on election day. When the votes are in and counted and the IBEW emerges as the bargaining representative you may look back on the literature you caused to be distributed and find that the following items were the ones that helped most to discredit yourself and the organization you head:

1. An item intended to impinge the integrity and honesty of top IBEW officials. We know now, Mr. Fisher, that you must also have directed the attacks and smears during the past year against loyal PG&E employees who happen to be members or officials of IBEW Local 1324. Men who have the interest of the labor movement do not engage in such attacks, Mr. Fisher, and leave the smear business to such people as Westbrook Pegler and others who are out to discredit the union movement.

2. You have sought to also discredit the IBEW pension plan because in past campaigns which you have lost you know that the existence of that plan was one of the IBEW assets that contributed to such losses. That plan, which is optional, has been fully explained in our publications and meetings.

3. And then, Mr. Fisher, because the whole nation knows that the CIO is badly split right now because of a fight over Communism, you accuse the IBEW of Communism, because you were afraid we might use that fact against you. We would rather stick to the trade union issues, Mr. Fisher.

But we think when the president of a national union chooses to ignore traditional trade union issues, when he cannot make his fight on those issues, but has to stoop to mudslinging, misrepresentation and lying, then it is time that the worker with a vote to cast knows what sort of a union you are running.

You have no trade union issues, Mr. Fisher, on which you dare to base your campaign. The UWUA threw out the Communists, you said in your literature since you arrived here, and you mention former UWUA Joint Council Secretary Bloomer, and UWUA National Representatives Hames and Ward. You said that the IBEW gladly took them in. That is a lie, Mr. Fisher.

LIES AND SLANDER

You said "criminalism and communism now goes hand in hand." If you are talking about the IBEW that is another lie, Mr. Fisher. We're tagging YOU with the lie because no such reckless statements were made before you arrived from the East. You are in charge of the campaign—personally, Mr. Fisher.

For your information, Mr. Fisher—as if you didn't know—Ward, Bloomer and Hames are not members of the IBEW. Nor were they ever, now, or at any time in the past.

You know, too, that every official of IBEW Locals 1245 and 1324 have signed non-communist affidavits which were checked by the NLRB, and found satisfactory.

PUT UP OR SHUT UP

And the IBEW has a standing cash reward of \$1000 for you or anyone else who can furnish satisfactory proof that any present member of Local 1324 is a Communist. Local 1245 will pay you another \$1000 if you can prove a Communist is among their official family.

"Vote for a clean, honest, real American union . . . vote for the UWUA," you ask in one of your latest pamphlets.

Well, Mr. Fisher, if the unfair propaganda line you are putting out to the PG&E worker is in the American tradition of fair play, we'll give you our vote. If the lies you are distributing makes you and your ConED union clean, we'll campaign for you. And if you have an honest trade union program that is designed for negotiation and not just for propaganda purposes, we'll ask our brother to vote for you.

But even if you could fool us you couldn't fool the PG&E employee for it's his bread and butter you're fooling around with, not ours.

UTILITY FACTS

1918 Grove Street, Oakland, California

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Sec. 34.66, P.L.&R.

U. S. POSTAGE

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