To Whom It May Concern.

GREETING: This Charter, issued by authority of the International Brotherhood of Electrical Workers, does grant to the following persons:

Dean Geyer
John C. White
Mae Hardesty
Walter Johnson
Andrew Torrez
W. P. Mann
E. B. Collins

and C. E. successors power to establish and hold a Union of the Brotherhood to be located in Oakland, in the State of California, to be known as Union No. 1324 with jurisdiction (i) over the following engaged employees of the Pacific Gas and Electric Company, North Bay, East Bay, San Jose, and San Francisco Divisions, and (ii) over all other employees of the said Company engaged in the electrical line of work in the North Bay, East Bay, San Jose, and San Francisco Divisions.

The rights and duties herein conferred upon the Union shall be subject to the laws and regulations of the International Brotherhood of Electrical Workers, unless modified by the International Union. The conditions of this charter are such that it may be revoked at any time by the members in good standing in said Union, in pursuance of all the provisions of the constitution and by-laws of the International Brotherhood of Electrical Workers, unless modified by the International Union.

In Witness Whereof, we have hereunto set our hands and the seal of this International Union this first day of December, in the year of our Lord nineteen hundred and forty-eight.

[Seal]

A. H. Member

The Local 1324 IBEW Charter Tells A Story

The original of the Local 1324 Charter at the left has been hanging in IBEW offices at 1918 Grove Street, Oakland, since shortly after November 1, 1948. It is similar to more than 1500 others hanging on the walls of IBEW local unions throughout the North American continent and the U.S. and possessions. Study it carefully for it tells a story that will refute many of the lies which the UWUA has spread since the day it was issued to PG&E employees who decided to set up their own autonomous union.

The two flags denote the International character of the IBEW. Flag at the right is the Canadian flag. There are more than 450,000 IBEW members in the United States, Canada, territories and possessions.

Note that the charter was signed by 18 PG&E employees representing approximately 2500 IBEW members in the original four units of Local 1324. Since the charter was issued five more units have been set up by PG&E employees themselves. Note that not one or two leaders requested the charter, as claimed by the UWUA, but several. In fact more would have signed had there been room.

Note that Local 1324's jurisdiction is definitely confined to Pacific Gas and Electric Company, "North Bay, East Bay, San Jose and San Francisco Divisions." This refutes UWUA claims that other IBEW locals would infringe on Local 1324 jurisdiction. At the time this charter was issued, Local 1245, IBEW, by mutual agreement, was issued a new charter which laid down its jurisdiction on the PG&E system outside the Bay Divisions.

The UWUA has issued propaganda claiming that Local 1324, IBEW, was chartered to issue three types of membership and that some of these members would have second-class citizenship. Only "A" memberships (which provides for pension and life insurance) and "BA" memberships (which do not) are issued. The "A" or pension plan membership is optional to any "BA" member. Both memberships have equal voting rights in their local union.
Another Ghost Walks—

New UWUA Propaganda
Stunts Apes Utility Facts

Utility Facts won the questionable honor of being aped by the UWUA, it was reported as we went to press.

A new UWUA weekly publication, designed like Utility Facts, using similar typographical makeup and otherwise dressed up to make the PG&E worker think he was getting a weekly report on campaign developments in the factual newspaper approach of Utility Facts was making the rounds as this issue of Utility Facts was being put to bed.

The UWUA propagandists, who find no type of deception beyond their ken, have provided a ghost writer for their new publication. The ghost writer's job was to duplicate each Utility Facts story with a UWUA version, following the usual UWUA propaganda pattern.

**STABLEMATES**

With the UWUA sping Utility Facts, with a ghost writer to do the job, the UWUA publicity has at last openly entered the somber lists which walks the seven ghosts that make up the UWUA Utility Joint Council. (The ghosts, we pointed out recently, represent the UWUA paper unions of the Joint Council.)

Utility Facts is glad to note that after one year of inactivity and evasiveness, UWUA has at last launched a weekly paper for the education and information of its rapidly declining membership. This is a step up from a UWUA policy last summer of keeping information out of the hands of rank and file. The Newscaster at one time carried a notation that copies were not to be posted on bulletin boards!

**PRESTIGE**

Utility Facts is also gratified that UWUA considers that our little information sheet carries enough prestige with the PG&E employee to warrant copying. Apparently UWUA can't get PG&E employees to read their more easily identified literature any more because of the low it received recently out of the hands of rank and file.

The UWUA ghost writers will have to move fast, however, if they hope to duplicate this two-color issue which has been two weeks in the making.

**Temporary Employees**

IBEW will attempt to have a definite probationary period established for all employees that will make it impossible for the company to shunt such men from department to department to avoid up-grading.

**NOTICE**

Ernest L. Phillips and Leonard Fisher, UWUA officers, have been invited by Pres. L. G. Glasson to attend a special meeting of Unit 3, Local Union 1324, I.B.E.W., to be held at Progress Hall, Building Trades Temple, 200 Guerrero St., San Francisco, Tuesday, Jan. 24, 1950, at 8 p.m. to repeat recent charges made against officers of I.B.E.W. publicly.

These charges will be answered at this meeting.

**BROTHERS UNDER THE SKIN—UWUA & IBEW**

In past issues, Utility Facts has published in detail how two fellow CIO unions were born—the UWUA and the United Brotherhood of Telephone Workers. PG&E employees should weigh the imputations which are apparent in the parallel births before they cast their votes in the election on January 26.

Those who have read past issues of Utility Facts are familiar with both stories: How President Fisher of the New York Brotherhood of Consolidated Edison employees reviled and castigated the CIO (even as he is now doing on the PG&E system to IBEW leaders) then took his union into the CIO in return for a charter to organize the utility field.

President Bierne of the Communications workers, his cold slipping because of studied collaboration with the Administration, the phone and Telegraph, also took his union (what was left of it) into the CIO and got a charter for his new union, the United Brotherhood of Telephone Workers.

Both Bierne and Fisher were taken into the CIO by President Murray though they were known company union operators. Perhaps Murray was duped by the apparent pleasantness of Fisher and Bierne who had both viciously attacked the CIO and its top leaders openly. Perhaps they were taken in. Perhaps Murray thought he could force them to mend their ways.

At any rate, neither of these so-called leaders who run around running down whatever segment of the labor movement they happen to be disassociated with at the moment, is doing the labor movement any good and Murray will probably have done with them at the right time for both have been unable to win the confidence of workers wherever they have had to compete with other democratically run unions on an election.

**JOE PROPOSES**

Why, Joe Fisher! This is so sudden! We didn't know you cared! To hear you "propose" a pension plan overwhelms us. You have been so shy in "proping up" wage, condition or pension improvements that this comes as a real shock.

Take care, Joe! Your sudden desire to do something to avoid final collapse might carry you away and you might even "propose" to secure a wage increase!

We have been ignored by you for so long, Joe! Now we must let you in on a little secret. We are giving our votes to the IBEW. AFL, which fought and won for us before the NLRB, and which has an 18-point program that makes your free match book "proposa" look sick.

Thanks for the free matches, anyway, Joe. They are the first things you ever gave us. Goodbye, Joe.

VOTE OUT JOE—VOTE IBEW!

**President Tracy Fights Race Bias**

Dan Tracy, above, International President of the IBEW, has long been a leader in the fight to give minority groups an even break in this country.

Tracy has been outspoken in AFL union councils and in public on all matters affecting the rights of these groups, not only as a matter of human decency but because he recognizes, along with other AFL leaders, that many employers have not hesitated to inject racial issues into their employee relations where such tactics may be successful.

Tracy represents organized labor on the National Civil Service Board, created by the Truman administration to investigate discrimination against minorities.
An Economic Program For Bay Division Employees

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; 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. (a) Election of all officers by referendum ballot. (b) Write own by-laws to be approved by membership.
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.
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.)

The Advantages of One Organization

THE ELIMINATION OF DUAL ORGANIZATION FRICITION.
THE ELIMINATION OF CONFLICTING CONTRACTS.
THE ELIMINATION OF COMPANY LEVERAGE PLAYING ONE ORGANIZATION AGAINST THE OTHER.
GREATER BARGAINING POWER THROUGH CONCERTED EFFORT.

UNIFIED THINKING.

UNIFIED OPERATION.

UNIFIED GRIEVANCE PROCEDURE.

UNIFIED JOB BIDDING PROCEDURE.

A majority system-wide vote for I.B.E.W., will insure this!!

QUESTIONS and ANSWERS
How Can the International Constitution be Amended or Revised?
Either by action at the International Convention or through referendum vote of the local unions. Here, too, democratic control of the basic law of the Brotherhood is afforded, as delegates elected by the local unions have complete legislative power at the International Convention. When the referendum votes are taken, local unions cast their own vote, either as a total membership vote when action is unanimous, or by individual ballot as they may decide.
Ponder Pensions Well Before Buying a Plan

J. Scott Milne, secretary of the IBEW, writing recently in the Electrical Workers' Journal, official IBEW monthly, pointed out that paid pension plans are something that require the benefit of expert counsel before they are included in the contract of any local union.

The IBEW pension plan, Milne noted, has had the benefit of such counsel and is now in its 21st year. The IBEW pension plan contains ample reserves to meet every claim that may ever be made against it.

We agree. Even if every employer of IBEW members should suddenly go out of business, there would still be ample reserves in the IBEW pension plan to pay every claim made against it.

BASING ON SERVICE

That is because the plan is based upon hours worked and not upon production.

Mile called attention to the fact that the Miners' pension fund, which is similar to the IBEW pension plan, was unable to meet its obligations when the Miners initiated their long "work holdup.'

Other employers, both national and international unions have failed similarly, and for the same reasons.

Although IBEW representatives are frank in saying that they are not pension "experts," and have not made a complete study of the UWUA-CIO pension plan for that reason, they believe that plan is faulty because it does not contain sufficient guarantees of future stability.

NO GUARANTEES

If the UWUA proposals are the CIO proposals, they would not set up proper reserves to guarantee benefits in case of a depression, mass layoffs, sale or reorganization of the employer's business, or periods when the contract between union and employer might lapse.

Neither does the plan give the employee who contributes for several years anything in the event he decides to quit for any reason. In fact, the plan tends to make wage slaves of those who everContributions.

By contrast, the IBEW plan, which now pays $50 per month to those who are eligible and is backed by a reserve capable of meeting any fund made against it, can be expanded into a fully-employer-paid plan of whatever nature the employee himself decides. The extent to which the employee himself is willing to back his negotiating committee will determine the value of any such plan which may eventually be worked out.

The reserve fund for such an employer-paid plan is already in existence in IBEW. Many such employer-paid pension plans are now in existence in utilities throughout the nation. They were negotiated by the IBEW.

In making up your mind on pensions: Check the plan thoroughly for basic stability; give your negotiators complete expert assistance on the matter; compare all plans offered; then instruct your negotiating committee to go after the one that a majority of the employees agree is most practical and most beneficial.

In short, you yourself will determine the sort of paid pension plan your IBEW representatives will negotiate for you.

IBEW Is Affiliated With Many Groups

While the IBEW takes pride in pointing to its accomplishments in the interest of its members from time to time, it recognizes that many of these accomplishments are the products of cooperation with many groups within the American Federation of Labor.

Some of the groups with which the IBEW is affiliated and which helps to make it the progressive organization it is today are, among others, the AFL itself, the AFL's Political and Educational League, the California Association of Electrical Workers, which is dedicated to elimination of job hazards in the industry and promoting general education of electrical workers, The Northern Conference of Electricians, which is composed of the executives of the IBEW unions in northern California and is interested in improving and where possible - standardizing conditions, raising wages, and exchanging useful information, and the AFL State Federation of Labor.

There are groups elsewhere in this issue on some of these labor organizations. The IBEW also meets regularly each year for a Progress Meeting of all IBEW locals in the North District which comprises the Coast states, Alaska and Hawaii.

One Organization Theme of the IBEW

Every employee in the Bay Area is familiar with the slogan "One Organization on the System—the IBEW.

That phrase was coined by IBEW partisans early in the present campaign because one union has long been the ultimate objective of every right thinking union man employed by PG&E.

It was strange indeed, that the UWUA-CIO which claims to have a corner on industrial type unionism, should fight every effort of the IBEW to get an election that would let the PG&E employee have such a type of union.

UWUA SCOFFS

Early in the campaign—in March when utility Facts was being put out, the UWUA scoffed that Business Manager Mason of IBEW Local 1245, whose union represents the 7000 PG&E employees in the outlying divisions, was not in accord with the One Organization campaign.

A copy of a letter Mason had written to Local 1234 at that time was reproduced in Utility Facts. In it Mason stated that he was in accord with the One Organization objective and would extend his aid in bringing that objective about.

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The Progress of the IBEW Campaign in the Four Bay Divisions

November 1, 1949 — IBEW asked UWUA to participate in joint planning that would lead to an all-out defense against the exclusion move by the Company. IBEW also asked UWUA to agree to an immediate press of the IBEW case and the UWUA refused. It did agree to produce witnesses to fight the exclusion move.

March 22 — First hearings on the exclusion moved are held in San Francisco, and the Company presses with several delays engineered either by the Company or the UWUA.

March 30 — It was announced that the IBEW had lost its fight in San Francisco Superior Court to stop the Company from checking off the dues of IBEW members and turning them over to UWUA.

April 8 — Local 1324 UWUA reiterates that its Unit meetings are open either to IBEW members or UWUA officials for debate of the issues. Meanwhile, UWUA officials had pressed on delaying the move wherever and whenever they were raised by IBEW members who were trying to find out what the UWUA score was.

April 27 — Example of eight so-called autonomous UWUA locals working at cross-purposes revealed Local 133, San Francisco, now one of the UWUA ghost locals, makes a move with the Company's system job bidding thus abridging, without their consent, the seniority rights of certain classes of employees at the San Francisco Steam Plant. In particular, the UWUA bid for division plant employees in general.

May 4 — Oral NLRB hearings are completed on the exclusion move. A review of those hearings showed that the UWUA only went through the motions of fighting the exclusion, producing only about half a dozen witnesses, while IBEW had used its briefs which will accompany further oral hearings on the case. The UWUAbid for the San Francisco Steam Plant was rejected.

May 18 — IBEW again seeks to delay the election by asking for an additional 30 days in which to file its briefs. (IBEW, which events showed had prepared a brief about the motions of fighting the exclusion, turned this request down).

May 26 — Employees in San Francisco flock to a meeting of IBEW Local No. 3 to demand that UWUA carry out its responsibility for enforcing the contract. UWUA is charged with ignoring speed-up measures taken against IBEW members, with refusal to act on grievances, and with general non-enforcement of union conditions guaranteed by the contract. The UWUA refused. However, it did agree to produce witnesses to fight the exclusion move.

June 5 — Hundreds of cards were returned to Company authorizations for check off dues for the UWUA began to pour into Local 1324 offices. The UWUA refused to take contract negotiations out of the hands of a rank and file negotiating committee.

June 29 — In retaliation, the UWUA launched a propaganda program of lies and smears to confuse workers about the basic trade union issues involved in the campaign.

July 13 — IBEW announced from headquarters that its attorney had entered a protest of the UWUA's bid at the San Francisco Steam Plant. In particular, IBEW bid for division plant employees in general.

August 17 — It was pointed out in Utility Facts that the UWUA group produced witnesses to fight the exclusion move. (Continued on Page 7)
Local 1324 Growth Indicates Faith

The steady growth of IBEW Local 1324 in the four Bay Divisions of the PG&E system since the chartering of Local 1324 is an indication of the general and ever-growing acceptance of IBEW policies.

The original units set up under the Local 1324 charter were Martinez, San Francisco, Redwood City, San Mateo, and Santa Rosa.

GROWTH RAPID

Not only have these units continued to grow as their officials and members brought the IBEW story home to workers in their respective areas, but five additional units were subsequently set up. It should be emphasized that these units were not brought about by force but voluntarily set up. They were set up in democratic fashion at the insistence of the employees of the various areas. Once they were established they met regularly and their memberships grew.

The first important expansion of Local 1324's scope took place on April 14th when employees from Willits, Lakeport, Pt. Arena, Potter Valley, Hopland, and Covelo met with employees in Ukiah and set up a Unit of their own, Number 5. Widespread talks with employees in Ukiah and set up a Unit of their own, Number 5.

OPEN IBEW MEETINGS

Richmond Unit No. 6 was set up on July 26 and about the same time a representative Oakland Unit No. 7 was born. Chairman Haars of this unit noted that its formation had come about primarily because of the UWUA's policy of decentralization and sound facts, and closing its meetings to all but UWUA members. With so many important issues facing PG&E employees Haars felt that open meetings were warranted and he said that Unit 7 would follow the policy of all other IBEW units in keeping meetings open to anyone.

On December 2, Petaluma workers who had loyally stuck by the UWUA throughout the preceding year, finally decided that UWUA leadership was bankrupting traditional trade-unionism on PG&E and set up Unit Number 8.

This new unit had hardly begun to function when employees in the San Jose area also set up their own unit during the Christmas Holiday season and immediately launched a house-to-house PG&E organizing campaign.

This latter Unit's establishment was a blow to UWUA which had counted on the San Jose employees for their unionism and loyalty. However, regardless of loyalty, employees will stand by a union organization only so long as they get the service and representation their needs demand.

To the Officers and Members of Local Union 595, IBEW

1918 Grove Street
Oakland, California

January 10, 1950.

Dear Brothers:

Being in a somewhat reminiscent mood, and urged by a sense of appreciation of the benefits I am now receiving and have received for some years past as an employee of your company, I feel it incumbent upon me to explicate, in a small way, relative to the IBEW.

Prior to and after the consummation of this plan, I was a staunch and devout advocate of the same, and would have established and maintained our membership under any other plan that could be devised. Events have proven beyond a doubt that my prognostication was correct.

In my official capacity as either Financial or Recording Secretary of Local 595 for many years, I can only say that no member, so far as I am aware, has ever had to suffer the slightest inconvenience in receiving a pension and paying for same, was ever denied. For the last five years I have been a recipient of our monthly pension, and I can tell you that "it is a grand and glorious feeling" to find in my mail box on or about the first of every month that never-failing check. Your world has never produced a Labor Organization with a cleaner or more wholesome reputation than the IBEW. I am proud and profoundly grateful for having been accorded membership for almost forty years.

May you all enjoy a happy and prosperous New Year.

E. Poirard
1635 92nd Ave.,
Oakland, California.

San Jose Unit 9

Our last regular meeting held January 14 in room No. 105, Labor Temple, 45 Santa Teresa St., San Jose, proved to be a very good meeting. Many questions were asked and answered. Most of the answers came from members of IBEW who are employed by the PG&E in the San Jose Division, who have been members of the IBEW for a long time and know what is wanted. This proved to be a very successful way to combat some of the untruths that are being circulated by the UUUA.

Our meetings are held the second weekend of every Monday of each month at the address above. The next meeting is on the 23rd of January, just two days before the NLRB election. Your attendance is requested. You can't lose by hearing both sides of a story before forming an opinion.

Further, Mr. Fisher won't like this one!...
GOOD UNIONS HAVE ACTIVE MEMBERS

One of the most gratifying factors contributing to the successful progress of the IBEW organizing campaign in the four Bay Divisions during the past year has been the participation by the rank and file members.

Development of such participation is one of the advantages of the Unit System, which brings unionism close to every member and every employee.

A look at the roster of IBEW officials in the Directory in this paper will convince anyone of this widespread participation and enthusiasm. More than 50 familiar names are on that roster. If all of the various committees of those units and of the Local 1324 Executive Board were listed the list could be more than 50 long.

Rank and file participation makes for healthy democratic unionism. So long as PG&E employees take an active part in the affairs of Local 1324 and the IBEW progress will be made on hours, wages and conditions of work.

Old-timers Appreciated

The IBEW appreciates the old-timers in its midst. They are a stabilizing influence in IBEW councils, and are responsible for many of the fine conditions IBEW locals everywhere enjoy.

The IBEW is aware of the pressure under which many of these old-timers are forced to work from time to time and fights to give them a fair break on grievance procedures, through protection under collective bargaining agreements, through paid pension and insurance plans, and on the legislative front.

The IBEW feels that the old-timers are the backbone of its organization. It fights for them as vigorously as it does for any other group of members.

Tell Progress of IBEW Campaign In Bay Divisions

(Continued from Page 5) employees to another contract for another year. One of these letters asking that negotiations be opened was dated just 29 days before the NLRB announced its election decision.

January 25—On this day PG&E employees will decide whether they like the IBEW way of doing things. Local 1324 bargaining representatives feel that they have kept faith with the PG&E employees and the IBEW Bay Division members who stood courageously by the union they chartered in December, 1948. They solicit your vote of confidence.

This Pension Plan Is Available NOW!

THE IBEW HAS BEEN OFFERING SECURITY FOR 20 LONG YEARS

The alertness of the IBEW to the needs of its members is no better exemplified than in the pension and death plans it developed more than twenty years ago. Today the reserves which have been built up through such far-sightedness are being used as a base and guide upon which to build more substantial social benefits.

The IBEW pension and insurance plans may be either incorporated into employer paid plans, or may be continued by the individual in addition to paid plans negotiated with the employer, for they are inexpensive considering the benefits they pay out.

Death Benefits

Since the inception of this plan in 1922, over $16,000,000 in death benefits have been paid to the beneficiaries of IBEW members. It now pays out approximately $125,000 per month for such benefits, or $1,512,000 per year.

Every "A" member, at a cost of $120 per month, derived from his or her $4 per month dues, and in continuous good standing for one year or more than two years preceding his or her death, shall have a death benefit of $300 paid to his or her designated beneficiary.

Thereafter the benefit increases in proportion to the number of years the member has subscribed to the plan, as follows:

Two years or more but less than three years, $475; three years or more but less than four years, $505; four years or more but less than five years, $525; and five years or more, $1,000.

An example of the plan's value on a short-term basis is this typical case taken from the files: A member who had subscribed to the plan for five years, or 60 months, had paid in $72 at the rate of $1.20 per month, whereupon he died away. His (or her) beneficiaries received $1,000, representing a net monetary gain of $928.

Anyone can prove by some quick simple arithmetic that it would take nearly 70 years of payments at $1.20 per month to pay in the full amount of the $1,000 benefit. Of course, there is no cash in the magic of these benefits. They are possible because of the interest earned by the huge reserve the IBEW has set aside to support the plan, and because of actuarial facts which are a constant factor, plus unusually low administration and fee collection costs.

Pension Plan

The IBEW set up its Pension Plan in 1929. It provided a monthly pension to members reaching retirement age who have maintained good standing in the organization for 20 years.

The belief that brotherhood and benefits are inseparable has prevailed throughout the life of the undertaking. There are no stockholders; the only beneficiaries are the members.

When a member of the IBEW, in continuous good standing for 20 years, has reached the age of 65, his local union may make application in his behalf for his retirement. When his application is acted upon favorably, he is placed on the pension rolls. Thereafter he receives a cash pension of $50 a month from the Pension Fund of the brotherhood.

In addition, each month the International Secretary transfers $2.50 for the payment of the member's per capita tax to maintain his continuous status for all benefits provided by the constitution.

The value of continuous membership in a well-managed organization like the Intl. Brotherhood of Electrical Workers is at once apparent. There are several reasons why the union is able to effect such a substantial saving to the individual member in extending the death and pension benefits.

It is a cooperative and non-profit undertaking. There are no stockholders or policy holders or dividends to be paid; there are no large salaries for executives to be paid; the benefits are administered by officers of the brotherhood, and no part of the salaries is taken out of the benefit funds.

To date the Brotherhood has paid out over $10,000,000 to pensioned members. It is now paying over $160,000 a month—or nearly $2,000,000 a year—to pensioners. It has never defaulted on any of its payments—ever during depression and bank failures. These accomplishments speak for themselves.

This pension costs the member 60c per month, and it's optional. The cost is included in the monthly dues of an "A" or Beneficial member.

Who Is Second-Class?

The UWUA has repeatedly made the charge that IBEW non-beneficial members are second-class members. This is not true. But it is a charge which does not carry the voluntary insurance and pension coverage is a second-class member, then ALL members must be second-class as UWUA does not have such an insurance and pension set-up available.

In order to be a true member of IBEW, second-class members are the backbone of its organization, just as they are the backbone of its organization, just as they are the backbone of its organization, just as they are the backbone of its organization.

Everyone Welcome—No Rancor in IBEW

Although the IBEW has criticized UWUA for its policies and apparent lack of understanding of the basic needs of PG&E workers in the present campaign, it has been very careful of its tone in discussion at UWUA meetings. The IBEW knows that these members have been helpless to carry out constructive local policies in the face of interference and pressure by their top leaders.

When the IBEW emerges from the NLRB election as the bargaining representative for ALL PG&E employees, in the physical forces, there will be no personal attacks or pressure by their top leaders. There will be no personal attacks or pressure by their top leaders.

Every PG&E employee will be welcome to participate in IBEW activity and meetings regardless of past position or union affiliation. It will be the aim of the IBEW to weld the PG&E employees into a strong force for all good policies which are good for all good policies which are good for all good policies which are good.
Questions and Answers About the IBEW
(The following questions and answers are part of a series intended to show PG&E employees how the IBEW is set up to operate in the interest of its members.)

How would the IBEW serve the varied classifications and widely separated employees of the PG&E? Local 1324's charter was granted for a mixed "A" and "BA" local union. This charter covers every employee of the company in the four Bay divisions. Units can be formed at convenient points to enable employees to operate in the interest of its members.

How is the Brotherhood internally organized to serve its members? First: Through its International President, International Secretary, International Treasurer, and International Executive Council of nine members.

Second: Through its 12 International Vice-Presidents, 11 of whom are assigned to certain geographical districts; the 12th serves railroad electrical workers in all parts of the United States and Canada. The vice-presidents are assisted by a corps of International Representatives.

Third: Through its local union officers.

Fourth: Through International Conventions at which delegates elected by the local unions embody the wishes of the individual members into the International Constitution.

Fifth: Through local union by-laws.

How Are the International Officers Elected? They are elected on the floor of the International Convention, which, under provisions of the International Constitution, is held every two years unless postponed by referendum vote of the members.

Vote For Progress
Vote For the IBEW

Vote For

Fork in the Road
Which Way Will You Go?

Below are the three propositions the PG&E employee will have before him when he votes in the NLRB election either by mail, or in voting booths throughout the system on January 25. There is only one right way to vote. Your own conscience will determine which is the right way.

The IBEW sincerely hopes that you will choose the right road and the graph below has been prepared to assist you in doing so. Consider the road you take when you reach the forks in the road.

Vote IBEW

YOU