

UTILITY FACTS



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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.

TO WHOM IT MAY CONCERN.
GREETING: This Charter, issued by authority of International Brotherhood of Electrical Workers, does grant to the following persons:

Dean Bean	Ronald J. Weakley
Jerome Woerner	Allen Harder
Edwin B. White	Robert Archer
J. Mac Donald	Raymond Michael
William Graham	Robert Martyn
Andrew Norris	Leslie Whitmore
Al R. Mann	Harold Mayhew
E. F. Chittenden	Donald Haldie
E. J. Prose	James B. Sibbs Jr.

and to their successors power to establish and hold a Union of the Brotherhood to be located at Oakland in the State of California to be known as Union No. 1324 with jurisdiction as Utility over the following territory: Employees of the Pacific Gas and Electric Co., North Bay, East Bay, San Jose and San Francisco Divisions.

This charter grants to said Union all powers delegated by the Constitution. The conditions of this charter are such that it may be retained as long as five members in good standing comply with all requirements of the constitution and general rules of the International Brotherhood of Electrical Workers, unless reclaimed by the International Union.

In Witness Whereof, we have hereunto set our hands and the seal of this International Union this First day of November in the year of one thousand nine hundred and Fifty-Eight

D. B. Tracy PRESIDENT
J. Scott SECRETARY

A and BA Members

2115731-2114300
 2123201-2121100
 Ba 60731-Ba 66800
 Ba 71001-Ba 73500

Another Ghost Walks— New UWUA Propaganda Stunt Apes Utility Facts

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

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, even 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 aping Utility Facts, with a ghost writer to do the job, the UWUA publicity has at last openly entered the same stable in 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 formal 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 filers. 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 reached recently when the muck-raking began.

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 upgrading.

NOTICE

Ernest L. Phillips and Leonard Pollard, UWUA officials, 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 & UBTW

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 25.

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 hold slipping because of studied collaboration with the American Telephone 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 penitence of Fisher and Bierne who had both visciously attacked the CIO and its top leaders openly before 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 overwhelms us. You have been so shy in the past in "proposing" any 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 "proposal" 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

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 in turning organized working men against each other.

Tracy represents organized labor on the National Civil Service Board, created by the Truman administration to investigate discrimination against minorities.

Service From the International

IBEW Representatives who have been assigned to the PG&E campaign in the four Bay Divisions frankly admit that it was one of the most difficult in their experience.

Many delicate matters came up in the course of the organizational drive which started a year ago that threatened to upset efforts to win for PG&E employees a chance to choose a system-wide bargaining representative.

These matters concerned both human and the legal elements. That the IBEW chances are today at such a high ebb is indicative of the manner in which the International Representatives discharged their responsibilities.

They would be the last to take a bow for their accomplishments for organizing is their business. But the fact that they have done their job well in the face of the most difficult conditions is worth a lot to the PG&E employee who is about to cast his vote for a bargaining agent.

The International Representatives of the IBEW go to school to learn their business. They are selected by the International President Dan Tracy on the basis of how well they learn the IBEW brand of trade unionism.

It should be comforting to PG&E employees to know that such trained men are and will be at the beck and call of their IBEW local in the future any time their services in the utility field are needed.

White Collar Man Was Forgotten

The interference of UWUA President Fischer with local autonomy was responsible for UWUA neglect of the white collar groups within the collective bargaining unit.

Under the IBEW these groups of workers can expect to get the attention they deserve. Wherever IBEW bargains in the Utility field for such workers they have better wages and conditions than in other unions, especially in UWUA unions.

UTILITY FACTS

Official Organ of IBEW
Local 1324



L. G. GLASSON, President
ED. WHITE, Financial Secy.
1918 Grove Street, Oakland, Calif.
Phone GLencourt 2-1600

I.B.E.W. Economic Plan

HERE'S LOCAL 1324'S IMMEDIATE AND LONG RANGE PG&E PROGRAM

(The following Economic Program is reprinted from the October 19, 1949, issue No. 34 of Utility Facts. As explained in the accompanying article this program is the product of democratic action by the members of Local Union No. 1324, IBEW. Any or all of its provisions may be changed, amended or omitted by a majority vote of Local Union members. Compare this program and this method with the UWUA package pension proposal.)

In the box on this page is the Economic Program which will be proposed to the Company if and when IBEW Local 1324 becomes the official collective bargaining representative.

It is the product of countless committee meetings, executive board consultations and unit meeting discussions. Officials of Local 1324 feel that its 18 points reflect the aspirations of every Bay division PG&E employee, that it is a reasonable program and can be sold to the Company and that a majority of Bay division employees will take the first step toward making it a reality by arming a negotiating committee with an overwhelming IBEW vote in the coming NLRB election.

Naturally the most essential parts of it will be pressed first with the ultimate objective being to have every one of the 18 provisions included in a working agreement with the Company.

Wage increases for all employees, job reclassification, grievance settlement, and contract strengthening will be "musts" in negotiations. Negotiators will seek to lay the groundwork for eventual inclusion in the contract of every one of the 18 points.

Officials of Local 1324 stress that the program is flexible and the list of objectives may be expanded if the employees themselves indicate that is their desire after the NLRB election. An IBEW victory in the election will amount to a virtual endorsement of the program.

All PG&E employees are urged to study the 18 proposals carefully. Any important provisions which may have been overlooked should be called to the attention of the unit program committees after the election.

However, it should be pointed out that the program represents the thinking of a majority of present IBEW members. Officials feel that these members are also a majority of the 5000 employees in the four Bay divisions.

More than five months of inquiry, sifting of ideas, weighing

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 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.
 - (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 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.)

them, and acting upon them went into the proposals.

Economic program committees were first elected by the seven Local 1324 units. They developed proposals and got them okayed by their memberships. Then a central committee was formed to coordinate the ideas. This committee held numerous joint meetings with the Local 1324 executive board and certain proposals were referred to the board for research. Some matters were taken back to the Units for discussion and action.

When officials began to enumerate the 18 proposals which finally emerged from all of the meetings and sub-meetings it was necessary to pour through the minutes of half a dozen meetings to find what the official program actually was. The fact is commentary on the democratic manner in which they were drawn. Some members of the

committee travelled 200 miles to participate in discussions.

Just what is to become of the program, how much of it is to be realized, hinges largely on how well the One Organization on the System slogan of IBEW Local 1324 has taken in the Four divisions.

Union-minded employees on both sides of the system have dreamed of that objective for years. They have also wanted, for a long time, to see many of the 18 points included in a Company-Union agreement. One organization on the system and accomplishment of the objectives in the program go hand in hand.

A vote for One Organization—the IBEW—is a vote for the IBEW economic program. With the election near every employee is urged to be IBEW, talk IBEW.

A vote for IBEW is a vote for YOU, and YOURS.

The Advantages of One Organization

THE ELIMINATION OF DUAL ORGANIZATION FRICTION.

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 fund to take care of every claim made against it.

BASED ON SERVICE

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

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

Other pension plans of other national and international unions have failed similarly, and for the same reasons.

NO GUARANTEES

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 the plan is faulty because it does not contain sufficient guarantees of future stability.

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 it covers. 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 claim made against it, can be expanded into a fully-employer-paid plan of whatever nature the employee himself desires. 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 won.

The reserve fund for such an employer-paid plan is already in



J. SCOTT MILNE

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 negotiating committee authority to engage 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,

'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 born—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 1324 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.

Again the UWUA scoffed in its official publications.

LIAISON

Since the NLRB decision, Business Manager Mason has appeared at several Local 1324 meetings to explain how the IBEW operates in the outlying districts. Roving crews belonging to Local 1245 are actively assisting the campaign of their sister local wherever possible. Close liaison is kept between Local 1245 and Local 1324.

When the election is over this liaison will pay off in the joint negotiation of contracts and joint settlement of many matters of mutual interest.

Compare such liaison and cooperation to the UWUA setup—eight so-called autonomous locals. If UWUA President cannot get one union to do his bidding, there are always seven others he can call upon to carry out the type of policies which have made his Brotherhood of Consolidated Edison Employees Union notorious in the East as a company union.

raising wages, and exchange useful information, and the AFL State Federation of Labor.

There are stories 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 IBEW Ninth District which comprises the Coast states, Alaska and Hawaii.

WATCH US GROW!!!

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.)

UNIT No. 9—SAN JOSE
To be announced.

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.)
- UNIT No. 9—SAN JOSE**
GLENN HAMRICK Chairman
S. M. JONES Vice-Chairman
JAMES DE BAR Recording Secretary
PHILLIP ROEHR Executive Committee
VERNON KIRTZ Executive Committee

PROGRESS OF THE IBEW CAMPAIGN IN THE FOUR BAY DIVISIONS

November, 1948—After repeated incidents wherein National UWUA officers interfered with autonomy of the PG&E Bay Division unions, those unions witnessed the most unpalatable incident of all when UWUA President Fisher sent his emissary, Clem Lewis, out from Consolidated Edison in New York to take contract negotiations out of the hands of a rank and file negotiating committee.

A wave of rank and file resentment crystallized in a move to secede and form an autonomous union that could press employee demands unfettered by Mr. Fisher's policies. Referendums on the secession proposition were held in some divisions and received such an overwhelming endorsement that negotiations were begun with the IBEW for a charter for a new union for the Bay divisions.

December 1, 1948—A charter was issued by the IBEW for PG&E employees in the North Bay, East Bay, San Jose and San Francisco Divisions, after an express understanding that the employees in these divisions would elect their own temporary officers, who would preside until ALL employees in the area could participate in the drafting of by-laws and elections of permanent officers.

Local 1324 was established under the charter and after obtaining IBEW pledge cards from a majority of employees in the Bay divisions, petitioned for a collective bargaining representative election.

January 1, 1949—UWUA National officers, without the consent of a majority of the employees in the Bay divisions bound those employees to a new contract, to run for one year.

February, 1949—NLRB notifies IBEW Local 1324 that its non-communist affidavits have met with the requirements of the Taft-Hartley act and that the IBEW is qualified to present arguments in behalf of its election petition. (This was a blow to the UWUA which had been seeking to avoid the hearing by smearing loyal PG&E employees in a red-baiting campaign.)

February, 1949—Hearings begun with PG&E supporting UWUA arguments that employees be denied an opportunity to vote on a bargaining agent.

February, 1949—NLRB hearings officer announces that the hearings will go on and Company announces its surprise demand that the NLRB eliminate 1675 employees in 51 classifications from the bargaining unit. (If this precedent shattering move had been supported by the NLRB it would have meant the end of unionism on the PG&E and perhaps every utility system.)

March 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 consent election. The UWUA refused. However, it did agree to produce witnesses to fight the exclusion move.

March 22—First hearings on the exclusion move are held after several delays engineered either by the Company or the UWUA.

March 30—It was announced that the IBEW had won 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.

March 8—Local 1324 IBEW reiterates that its Unit meetings are open either to UWUA members or UWUA officials for debate of the issues. Meanwhile, UWUA officials have closed off debate of the issues wherever and whenever they were raised by UWUA 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 deal with the Company affecting system job bidding thus abridging, without their consent, the seniority rights of certain classes of employees at the San Francisco Steam Plant in particular and all Bay division steam plants 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 18 on hand and many others ready to testify. Lawyers for participants begin preparing their supporting briefs which will accompany hearing records to Washington NLRB for review.

May 18—UWUA again seeks to delay the election by asking for an additional 30 days in which to file its briefs. (IBEW, which events show had prepared a brief about five times as lengthy as that of the UWUA, protested this unwarranted delay, but it was granted under a little used regulation of the NLRB.)

May 18 — Employees in Ukiah, Oakland, and Richmond areas, disillusioned with UWUA tactics on the election and other UWUA activities, set up IBEW units under Local 1324.

May 26—Employees in San Francisco flock to a meeting of IBEW Unit No. 3 to demand that UWUA carry out its responsibility for en-

forcing 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.

June 15—Hundreds of cards revoking Company authorizations to check off dues for the UWUA began to pour into Local 1324 offices.

June 22—The fight of IBEW Local 1324 members to maintain union conditions in the four Bay Divisions in the face of UWUA reprisal threats and studied contract inaction began making news in such Bay Area AFL labor papers as Organized Labor and Labor Review, San Francisco; North Bay Labor Journal; Vallejo and Napa Labor Journal; Contra Costa Labor Journal; San Mateo and San Jose Gazettes.

In appeals carried in these papers, Charles Foehn, San Francisco, member of the IBEW executive board, asked all AFL organizations to aid the cause of the IBEW members in the Bay Divisions wherever possible.

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 in Washington that its attorney had entered a protest to the latest UWUA bid to stall a PG&E election by asking the NLRB to open further oral hearings on the case. (Such hearings in Washington would have been used as a national sounding board from which unfounded communist propaganda such as that now being practiced locally would have issued.) This attempt to influence the election was denied by the Board.)

August 17—It was pointed out in Utility Facts that the UWUA group on the PG&E constituted a Pacific Coast Island in a sea of 31,000 Coast utility workers. If eliminated, the UWUA will have on the Coast only 300 Southern California Steam Plant employees, plus 1500 Southern California gas department employees.

September 21—UWUA was ignoring the demands of contract protection coming from employees laid off out of seniority.

October 12 — UWUA efforts to force recalcitrant members into line by circulating rumors of widespread and impending layoffs—with seniority protection only for favored members—were laid at the door of the UWUA officials who originated them, by Utility Facts. (These irresponsible rumors travelled so fast that PG&E manage-

ment found it necessary to refute them through statements to the daily press.)

October 19 — After exhaustive committee study and many review meetings by the Local 1324 executive board, an 18-point economic program for PG&E employees in the Bay Divisions was announced. Provision was made for further discussion of this plan after the election, with close liaison and cooperation with Local 1245 planned for reaching all 18 objectives.

November 5—An open letter to the NLRB was forwarded to Washington. It pointed out that delay on the decision was threatening a breakdown of union conditions for PG&E Bay Division employees; that UWUA and the Company would profit by this delay and that withholding the democratic election process from PG&E employees would further add to the general discredit all labor feels for the Taft-Hartley act.

November 12—Secretary Becker of the NLRB replied to the open letter, stating that the case was one of the most involved, with more questions and more records to study, than any the NLRB had heretofore considered. An election decision would issue shortly, he said.

November 25—The NLRB decision was announced. IBEW's exhaustive and heavily documented arguments against exclusion of 1,565 employees from the bargaining unit upheld, following IBEW contentions verbatim in many instances to support its decisions. Election on a system-wide basis, as asked by IBEW. Election to be held in 30 days.

December 14—Net effect of the decision was to void PG&E collective bargaining agreements until the election winner could negotiate new ones. IBEW immediately sought a stipulation of some kind that would avoid future legal entanglements, cause union conditions to bog down entirely. Tri-party talks, IBEW, UWUA and PG&E, were able to work out stipulations that would permit existing contracts covering 7,000 employees in the outlying divisions and 5000 employees in the four Bay Divisions to continue in effect until new ones could be negotiated after the election.

Election day set by stipulation for January 25 to give NLRB time to set up machinery for one of the greatest area-wide elections held to date by NLRB.

January 11—IBEW revealed it was in possession of photostatted letters showing that UWUA had sought to bind Bay Division employees
(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 charter was issued late in 1948 is a strong indication of the general and ever-growing acceptance of IBEW policies.

Anyone who has kept a file of Utility Facts has only to look back through old issues to see that Local 1324 growth has been steady despite the fact that UWUA was well established in the Bay Divisions.

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 those 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 shoved down anyone's throat.

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 Covello met 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 stifling the 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.

REPORTS FROM THE FIELD

January 10, 1950.

To the Officers and Members of
Local Union 595, IBEW
1918 Grove Street
Oakland, California

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 a reward for years of honest efforts I put forth for the welfare of the IBEW, I feel it incumbent upon my part to expatiate, in a small way, relative to our Pension Plan.

Prior to and after the consummation of this plan, I was a staunch and devout advocate of the same, contending that it would establish a closer bond of fellowship and security in our membership than 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 truthfully say that no member qualified under our Constitution to receive a pension and applying 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.

The 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.

L. E. POLLARD,
1635 92nd Ave.,
Oakland, California.

San Jose Unit 9

Our last regular meeting held January 10 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 the 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 they are talking about. This proved a very successful way to combat some of the untruths that are being circulated by the UWUA.

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

JAMES DE BARR,
Recording Secretary.

GLASSON'S GROANS

Dear Joe (Fisher, not Stalin):

I most heartily accept the challenge of Ernest Phillips and Leonard Pollard, to deny the statement attributed to me by faithful servants. The place will be Progress Hall, Labor Temple, 18th and Guerrero, any time after 8 p.m. on Tuesday, January 24th. Further, I will submit to "truth serum" and the "lie detector" if your champions will do the same. How about it, Joe? Please bring your friends.

Again, Joe, I wish to take this means to thank you for giving me and my fellow workers so much attention in your literature. It has gained us many friends. We are hardly deserving of your bouquets. Only yesterday one of your boys, one who you have posted as a shop steward, called me and told me he now was for IBEW because you recommended us so highly. Your little sheet is doing wonders for us, as I thought this brother lost hopelessly to ConEd. An orchard to you for this.

Again, Joe, I have been around here thirty-four years. Quite a long time, and I know the score. The boys know me and so when you pin your dandelions on me they use it for a measuring stick as to your union and also your veracity. But keep it up, it's a means of winning friends and influencing people.

I corresponded with a fellow employee of yours in 1936 and 1937. He worked in Hell's Gate Powerhouse. He told me how smelly you were, getting CIO boys fired for trying to put other than a "company union" on the system. You were so kind and considerate. And remember the boys in 1937, who struck ConEd. You helped them, too. Helped them off the job. We often received a little paper with a picture of a Bee on it. Remember that little paper? It always spoke highly of you.

Again, before I sign off, you accused me and others of inviting Oleta Yates to address No. 133 to solicit funds for the Commies. That, Mr. Fisher was the work of one of your active members—one of your still active members. He was the P.A.C. chairman at that time.

As much as I hate it, I must close for now. By the way, Joe, were you ever a wrestler. Somebody says you were a wrestler, and we'll all be so happy when you wrestle your baggage aboard the rattler for good old Gotham, with the expression of affection that President Truman used on Drew Pearson.

I am,
LES GLASSON,
President L.U. 1324,
IBEW-A F of L.

UWUA Fisher Won't Like This One!

When the talking and maneuvering that finally resulted in the secession movement that led to the chartering of Local 1324 was going on late in 1948, former UWUA local union officials were not the only ones disgusted with UWUA President Fisher's dictatorial, anti-trade union policies.

Or maybe it was not just disgust that prompted Mr. Fisher's national representatives to look for comfortable berths off the spongy UWUA PG&E island. Maybe they were looking for cushy jobs of the sort they had had while they played ball with Mr. Fisher.

At any rate, shortly before the IBEW issued the Local 1324 charter, Messrs. Doyle, Phillips, Hogeboom, and Agers paid a visit to Business Manager Charles Mason of IBEW Local 1245, which represents the 7,000 IBEW members in the outlying divisions of PG&E.

Messrs. Doyle, Phillips, Hogeboom, and Agers sought to make a deal with Mr. Mason that would have assured them of jobs and left Mr. Fisher completely out in the cold.

They were told in no uncertain terms that the membership chose and elected IBEW officials. The IBEW countenances no "deals", especially with officials who did not have the gumption to stand up to Mr. Fisher and oppose policies that were not in the interests of the rank and file.

The meeting was sought by and held for the four men in Mr. Mason's home. Previously Brother Phillips had appeared at Local 1245 headquarters and arranged the meeting.

Local 1324 Objectives

"The objects of Local Union No. 1324 are to organize all of the PG&E workers into a local union, to develop and maintain a higher standard of skill, to encourage the formation of schools of instruction, and for trade education in general, to promote reasonable methods of work, to cultivate feelings of friendship, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents in the interest of a higher standard of citizenship."

While great progress has been made in making valuable by-products from former industrial wastes, the problem is a continuing one because as new processes are developed new types of waste are obtained.

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 doubled.

Rank and file participation makes for healthy democratic unionism. So long as PG&E employees take such 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)

ployees 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 and IBEW 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 \$126,000 per month for such benefits, or \$1,512,000 per year.

Every "A" member, at a cost of \$1.20 per month derived from his or her \$4 per month dues, and in continuous good standing for one year or more but less 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, \$650; four years or more but less than five years, \$825; 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 passed 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 catch to 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.

APPRENTICES

The IBEW along with officials of Local 1324, will attempt to get an apprentice clause in the new 1950 agreement that not only provides for a comprehensive training program, but pro-rated raises for these employees.

Pension Plan

The IBEW set up its Pension Plan in 1929. It provided a monthly pension to members reaching the age of 65, who have been in good standing in the organization for 20 years.

The belief that brotherhood and benefits are inseparable has prevailed throughout the life of the union.

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. Thenceforward he receives a cash pension of \$50 a month from the Pension Fund of the brotherhood.

In addition, each month the Intl. Secretary transfers \$2.50 for the payment of the member's per capita to maintain his continuous standing 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 met. 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—even 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

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 IF a member who does not carry the voluntary insurance and pension coverage is a second-class member, then ALL members of UWUA must be second-class as UWUA does not have such an insurance and pension set-up available.

In other words, if these members of IBEW are second-class, then UWUA's entire membership is second-class, making it truly a second-class union.

Everyone Welcome—No Rancor in IBEW

Although the IBEW has criticized UWUA National officers for their policies and apparent lack of understanding of the basic needs of PG&E workers in the present campaign, it has been very careful not to direct such criticism at UWUA members. 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, every one of these employees can benefit from the IBEW policy of abstaining from personal attacks.

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 union group. There are many good union men around the system who for one reason or another have not been able to declare themselves in the present campaign.

Every PG&E employee will be welcomed into the IBEW.

dues of an "A" or Beneficial member.

At the rate of 60c a month, a member would pay \$144 into the fund in 20 years. In five years, a pensioner would collect (at \$50 per month) a total of \$3,000.

Many workers ask whether the pension and death benefits are retained if they should leave the trade. The answer is "Yes."

Such members request withdrawal cards from their local unions. If investigation proves the member is adopting other means of livelihood the request is granted. The withdrawal card then is deposited in the International Office and the member thereafter pays only the monthly per capita tax and his name is kept on the pension and death benefit lists. If he returns to the trade his card must again be placed in the local union that issued it.

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 division classification and its jurisdiction is restricted to the employees of the company in the four Bay divisions. Units can be formed at convenient points to enable each member to attend the meetings without undue hardship. Where units are established, all units com-

prise the local and are bound by the local union's action.

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 mem-

bership; or when a vacancy occurs, are appointed by the International President between conventions. All appointments are subject to ratification by the International Executive Council.

Does This Method of Electing Officers Make for Democratic Control of the Officers?

Yes. In the case of local union and unit officers, the individual member makes his or her own choice; and in elections at the International Convention, delegates elected to represent the local union do the electing of International Officers.

What is the nature of the work of the International Vice-Presidents and International Representatives of IBEW?

Each vice-president has the responsibility of supervising the activities of the Brotherhood in the district to which he is assigned and is aided by the International Representatives, who work under his instructions. These duties consist of assisting local unions in negotiating agreements with employer groups; maintaining harmonious relations between local unions; assisting local unions in organizing; and in seeing that proper legislative contacts are maintained with the various law-making bodies. Any disputed decision of an International Vice-President is subject to appeal; first, to the International President, then to the International Executive Council, and finally to the International Convention.

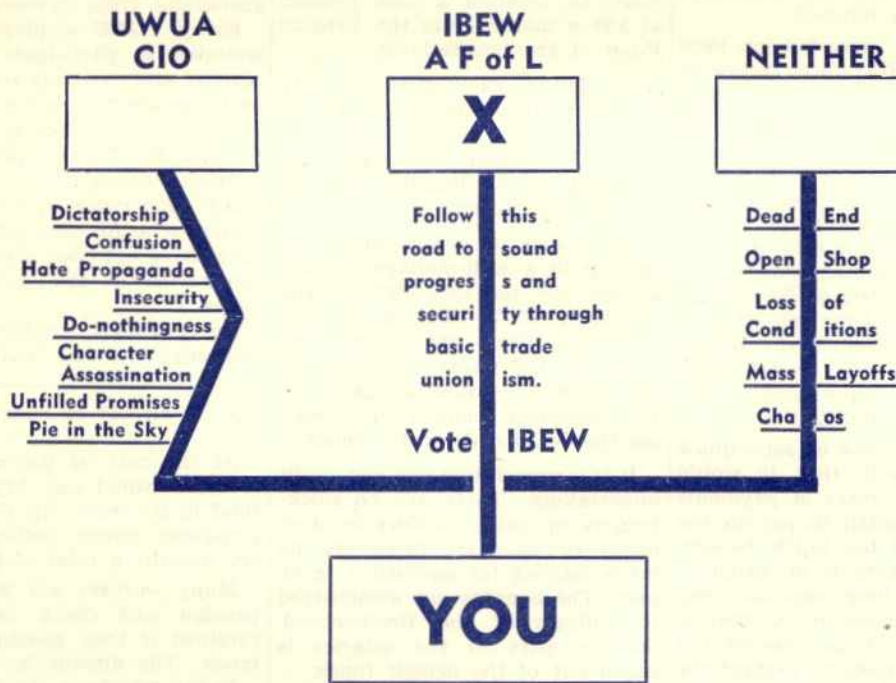
Do Traveling Members Retain Their Union Benefits?

Yes. Many members are forced through lack of employment to seek work in other than their home cities; or it sometimes happens that a large volume of work in a certain city makes it necessary for the local union there to send out calls for additional workers. When either contingency arises the members involved are issued traveling cards by their home local unions. When they obtain employment in the territory of another local union the card is deposited in the local union there. There is no interruption of standing in the organization. The member simply pays his dues to the financial secretary of the local union in which he has deposited his card and retains all of his benefits in the Brotherhood.

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 For Progress Vote For the IBEW

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