Big Job Ahead For Employees of PG&E

The official election results were:
- IBEW 6,749
- UWUA-CIO 2,550
- Neither 241
- Challenged ballots 266

Those results indicate that a big job lies ahead for PG&E employees. The framework for a democratic, progressive union has been set up by the IBEW. To make it work, everyone must forget past differences, put their shoulder to the wheel and work.

There is no rancor on the part of the IBEW for any PG&E employee who was identified with the UWUA during the campaign. Every PG&E employee, regardless of union affiliation is needed now in the IBEW.

To ensure that representative by-laws, officers and negotiating committees are set up to do the job ahead, every PG&E employee should join the IBEW and begin taking an active part in the proceedings.

Though the framework for proposals which are to be submitted to the company has been set up, these proposals are being held up to permit a representative cross-section of employees to expand or act on them.

It appears that special committees may have to be set up to study the best form of pension plan to be submitted. The IBEW research department has compiled a detailed study of the best pension plans now in effect in both AFL and CIO unions. It will be up to the PG&E employees to decide which of these he thinks is best.

In the interest of progress, all past differences must now be forgotten. Good sportsmanship should be the order of the day. We must all get together and work in a spirit of harmony. Cooperation is the best road to success in the union movement. Everyone should now be willing to cooperate with the majority.

Start building now for a good progressive union, and the best PG&E contract ever.

Lot of Unionism Among Estimators Despite Outcome

No better example of IBEW sentiment among the white collar groups can be found than in the separate system vote held by the NLRB for the estimators.

It is significant that this group polled only three votes for the UWUA-CIO.

It should also be noted that among the 200 votes of the Estimators, if 9 of those who voted for "no union" had voted for the IBEW, the estimators would have been entitled to collective bargaining.

The IBEW, which was forced to concentrate most of its organizational work before the election on the physical forces, has not forgotten the estimators or the other white collar workers on the System. This group is welcome to the IBEW anytime they can get together and agree that they want to belong.

With one organization now a fact on the system, the Estimators will be able to observe during the next year, the many things such an organization can do for all classes of PG&E workers. When they get another opportunity to vote on a collective bargaining representative they will undoubtedly vote for the IBEW.

Check Your Unit Meeting Nights

Recommendations made to and approved by the Local 1324 Executive Board will mean that henceforth most Units will meet only once a month.

The meeting schedules have been arranged to permit the IBEW field men to attend every meeting to make progress reports, yet leave them free to devote a maximum amount of their time in the current membership drive.

Units may decide to meet oftener than once a month on their own initiative, but the L.O. staff will service each unit meeting only once in a month.

Therefore every IBEW employee is urged to check the new and revised schedule of meetings in this issue of Utilities Facts, or contact your local unit officers for information on where and when the next meeting of your unit will be held.

Local 1324 By-Laws In Committee Hands

New and tentative by-laws for Local 1324 are in the hands of a steering committee made up of Brothers Kennedy, Troxel and Gene Hastings. These by-laws are expected to come before the various units of IBEW sometime in the near future for their approval as to whether they should be made permanent.

All PG&E employees are urged to become dues paying IBEW members so they may vote on this important matter when it is brought before the units for final review. The time to get your by-laws' ideas incorporated into the book is when they come up for discussion. If you don't belong to the IBEW you will not be privileged to take part in the discussions.

By-laws have an important bearing on how collective bargaining matters are conducted. Every PG&E employee should be interested in this matter.

Congrat Messages Pour In To IBEW From Sister Unions

Immediately after the NLRB announcement that the IBEW had won a decisive victory in system-wide PG&E election, letters and telegrams began to pour into the Oakland Headquarters of Local 1324.

Most of them took the same form—congratulations to rank and file PG&E employees and to the IBEW on the outcome.

The messages came from IBEW locals all over northern California. They were a gauge of the widespread support received by the IBEW during the campaign.

The officials of the Local 1324 and of the IBEW staff take this opportunity to thank its sister locals, not only for their nice letters, but for the fine cooperation with the organizing drive. This cooperation was one of the many IBEW assets which helped to add up the victory.

Apologies and Congrats To San Jose & Petaluma

The editors of Utility Facts have an apology to make to the members and officers of the San Jose and Petaluma Unions. In the rush just preceding election, we twice inadvertently neglected to add the important San Jose list of unit officers to the Utility Facts Roster, as well as complete information on meeting nights.

However, the important information has been inserted in the Roster appearing in this issue of the Facts. Our apologies.

We would also like at this time to congratulate the two newest members of Local 1324 unit family for the fine jobs they did in their respective districts preceding the election.

Congratulations

From L. U. 554, IBEW, Santa Rosa, Calif.:

Sincere congratulations. All in North Bay appreciate the job you have done very much.
Here's How and Why 1324 Will Operate

With the election over, IBEW Local 1324 goes into a new and more positive phase of organization, designed to speed certification of IBEW as the collective bargaining agent, prepare for coming contract negotiations, and bring nearer the day when Local 1324 may stand on its own feet to fight for the interests of PG&E employees.

The campaign which culminated in the NLRB election on January 25 was one of the longest and most costly on record. None of that cost came from dues paying members for the matter of $50 per month only was somewhat confused due to the Wagner Act position and the necessity of going into court on the matter. Cost of that campaign was supported by the IBEW, the unions, and the boys on a job well done.

At the outset of the drive, the IBEW membership was limited by the International. The time has now come, explains Int'l. Rep. Larry Drew, to make the drive self-contained. The drive, while Rep. Larry Drew will handle the North Bay territory, will be published once a month for the remaining officers.

Besides membership applications, the employees are being urged to sign cards authorizing the IBEW to petition for a union shop election. Those who are still on the dues-checkoff are being asked to sign check-off revocation cards.

Rep. Snyder has assigned Rep. "Heavy" Newcombe to the southern portion of Bay Division territory, while Rep. Larry Drew will handle the North Bay field work. Both will work closely with Local 1324.
Union Shop and Strong Unions Go Hand in Hand

After reviewing the results of the PG&E election, it was the unanimous decision of the Local 1324 Executive Board to go for an NLRB union shop election. It was also decided that every member of Local 1324 should be a dues paying member. As a result a drive has been launched throughout the jurisdiction of Local 1324 for: (a) IBEW membership applications accompanied by the first month's dues; (b) Signatures for dues checkout revocation from all who have not signed them; and (c) Signatures for the union shop.

The latter are necessary so that the IBEW can submit the necessary evidence to the NLRB so that a petition for union shop election will be accepted. Recent National Labor Relations Board union shop elections show that in 433 elections held over 95 per cent of the employees involved voted for the union shop. The fact that only 241 employees out of 12,211 voted for "no union" indicates that there are plenty of good union-minded men among PG&E employees. Most of these employees recognize the need for a progressive union. They also know that progressive unionism costs money. A union build around a group that will not pay dues is not worth its salt, and eventually would certainly fall by the wayside.

FEBRUARY 22, 1950

QUESTIONS and ANSWERS

What Does a Splinter Group Mean to Employees

It is regrettable that the UWUA National officers have decided to keep a "splinter group" going on the PG&E system. The election has been held, the PG&E employees have spoken, and the UWUA officers should be men enough to pull up their tents and get back to the headquarters of the Company in New York City. If they must spend the money of their members in lost causes, let them spend that money among their membership in the East for the securing of better wages, hours and conditions. In comparison with what nearby IBEW members are getting in the New York and New Jersey utilities companies, God knows that members employed in New York by ConEd could stand to have their conditions improved.

It is the opinion of IBEW Representatives that the UWUA has decided to stay on in the Bay area, not in the interest of its adherents, but for selfish personal reasons. The UWUA has filed unfair labor charges against the IBEW in connection with the recent election in an effort to hold up the IBEW's certification as the lawful collective bargaining representative. The IBEW Reps believe the UWUA has taken this action for the purpose of making a deal with the IBEW for check-off dues which have been imposed by the Superior Court in San Francisco.

For in the face of the overwhelming vote for the IBEW there certainly has no hope of ever recapturing the confidence of PG&E employees. If the UWUA were successful in eventually getting another NLRB election, it would undoubtedly be defeated worse than it was in the election just past.

If the UWUA was sincere in interest in the welfare of the members it still claims in the Oakland area, it would permit the NLRB certification to take place as expeditiously as possible, so that the PG&E employee through the IBEW could set down to the business of collective bargaining with the Company.

If the UWUA was sincere, and if the IBEW did not carry out the mandate of the employees of the Company to stop such bargaining, then the UWUA a year hence, would have some moral right to again come on the property seeking the confidence and votes of PG&E employees. Instead, the UWUA has chosen to stay on the system, with a splinter group, to make certification of the IBEW as tough as possible, and delay that certification as long as possible, in the interests of PG&E workers.

The IBEW Reps predict that, as usual, the UWUA officials are underestimating the patience, sagacity, and basic unionism of their present followers.

They predict that the splinter move will fail mainly because the UWUA followers will feel that the demands of their UWUA leaders are an insult to any union minded man. And each and every UWUA member, when he wakes up to the fact that the UWUA is asking him, in effect, to pay dues to a splinter organization dedicated to delaying all efforts to win a new contract, will not long stay with such an organization.

It should be plain to every remaining UWUA member that he is being asked by the UWUA National officers to support a losing cause. Every good union man, who is willing to pay dues to build a sound IBEW organization, is needed, welcome and wanted in the IBEW.

He is needed to help select the best and most democratic set of by-laws, he is needed to help nominate and elect the best possible permanent IBEW Unit and Local 1324 officers, he is needed to take part in the pension plan and contract discussion, to help elect members of committees which will be set up to work on those vital projects, and he is needed to help elect competent negotiating committees, perhaps a special one.

The IBEW has never had any quarrel with or rancor for the PG&E employees. The IBEW quarrel has been with the UWUA National officers, who have demonstrated again and again their unfitness for leading workers in the utilities industries. The IBEW fight has been for the rank and file not with him. The IBEW fight today is to build a strong, cohesive, democratic organization that can stand on its own feet in the collective bargaining battles with the Company. If you are not a paying member, join now and help in that fight.

Political Action

All IBEW Local unions are encouraged to participate in the AFL-CIO Political League which is dedicated first, to the defeat of the Taft-Hartley act, and second, to election of public officials who are for progressive legislation which would meet the average American needs and wants.

Joseph Keenan, Secretary of IBEW Local 134, Chicago, is National Director of Labor's League for Political Education.
**DOINGS OUT IN THE FIELD**

**Paid Membership Applications Are Pouring Into IBEW**

**Local 1324 Headquarters**

On February 8, after the NLRB had announced the result of the system-wide PG&E election, flash bulletins were sent out to the entire area to inform the membership of the fine vote result—more than two and one-half to one for the IBEW.

**Richmond Unit 6**

Day after the announcement of the IBEW election victory, Unit No. 6, Richmond, met. As it had been during the campaign, the attendance was good; those present were satisfied and elated at the outcome. Many applications for IBEW membership were received.

**Oakland Headquarter**

A post-election meeting of the Local 1324 Executive Board was held, with representatives present from all units. The official election result was reviewed. It was the unanimous decision of those in attendance that the charter would be kept open for the time being to permit new members to come in without an initiation fee.

All new applications for Local 1324 IBEW membership must be accompanied by monies covering one month's dues. Organizing committees will be set up by each unit on direction of the Executive Board. It was the unanimous decision to make a concerted drive in the field for that purpose.

**Martinez, Redwood City, San Jose Units**

These units reported after their meetings that attendance was exceptionally good, and that, following out the policy of the Executive Board, more than 95 per cent of those in attendance signed union shop election authorization cards and made paid applications for IBEW membership.

**San Francisco Unit 3**

On February 14, Unit 3 set up an active organizational program. Ninety per cent of those who turned out signed up, adhering to the pattern prevailing to date in all unit meetings. CIO members who were present asked for dues revocation cards.

**Oakland Unit 7**

On the same night that Unit 3 was meeting, the Oakland Unit met. The largest turnout for that group to date signed dues revocation cards and union shop cards.

**UWUA Reaction: “Like Us or Not, We Stay!”**

Nothing was plainer this week than the oft repeated Utility Facts campaign charge that the UWUA meant to keep its spurs in the bellies of the PG&E workers who began struggling after the election to build themselves an efficient, democratic, autonomous and progressive union organization through the IBEW locals they chose as their bargaining representatives by a margin of more than 2½ to 1.

Both UWUA Council Secretary Doyle and National Representative Shedlock have proclaimed that the UWUA intends to keep a splinter group on the PG&E system.

With the election vote in and counted, PG&E-UEWUAmembers in the Oakland area got their first whiff of the real UWUA brand of unionism practiced by its National officers, when National Representative Shedlock stated that UWUA lost because PG&E employees lied to the National officers about the true state of affairs existing before the election.

We knew there was a lot of lying going on in the UWUA camp before the election. We are of the opinion that much of it was done by UWUA National officers.

But what will really start all good union men still adhering to UWUA to holding their collective noses is this form letter sent out by some $25,000,000 a year.

The UWUA cannot hope to keep those members within its fold for and many signed IBEW membership applications, laying the first month's dues on the line.

**Santa Rosa Petaluma Unit 8**

This meeting took place on the 15th. International Representative Larry Drew attended. Good attendance. Nine new faces from the CIO noted. There was a 100% sign-up for the union shop. Some unit officers paid their dues ahead for six months. As in all the other units, organizing committees were reactivated for the union shop drive. The UWUA cannot hope to keep those members within its fold for and many signed IBEW membership applications, laying the first month's dues on the line.

**Ukiah Unit 5**

There was a 100% union shop authorization sign-up, which was kept up to the last minute as a show of strength of this group. Over 50 per cent in Ukiah are dues-paying members. Lakeport will turn in a good account of itself as it has always done. Over half of William PG&E employees turned out for this meeting. Fort Bragg employees are considering signing up with IBEW as a group and will be very welcome by Unit 5.

Any PG&E employee who is not now a member of Local 1324 and is desirous of becoming one can do so by filling out the following information and returning it to Local 1324, 1918 Grove St., Oakland, Calif.

Full particulars and the necessary applications, etc., will be mailed to you.

Name
Address
City
Classification

Sec. 34.66, P.L.&R.
U. S. POSTAGE
1c PAID
Oakland, Calif.
Permit No. 1283