



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 employee 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.

NOTICE

Any PG&E employee interested in the Permanente Hospital Plan through local union No. 1324, IBEW, please contact our office and full details will be sent to you. Local union No. 1324 has been serving all members who desired to become part of this plan since local union No. 1324's inception.

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 I. 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 Utility 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 Units. 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. 551, IBEW, Santa Rosa, Calif.:

Sincere congratulations. All in North Bay appreciate the job you have done very much.

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

Congratulations

From L. U. 892, IBEW, San Francisco:

Merritt G. Snyder,
Intl. Rep., IBEW,
L. U. 1324, 1918 Grove St.
Oakland, Calif.

Please accept our heartiest congratulations from the officers staff and membership of Local Union 892 IBEW on your tremendous victory in winning the election of the PG&E system. Local 892 extends a welcome to all PG&E workers into the Brotherhood. Wishing you continued success.

George Quinn, Bus. Mgr.
Local Union 892, IBEW.

* * *

From L. U. 595, IBEW:
Local Union 1324, IBEW
1918 Grove St.,
Oakland, Calif.

Local Union 595 IBEW extends heartiest congratulations on your victory in behalf of the PG&E employees.

S. E. Rockwell, Bus. Mgr.
Local Union 595.

* * *

From L. U. 302, IBEW, Richmond, Calif.:

Dear Merritt:

Just a wire to congratulate you and the boys on a job well done on the PG&E election.

I am very happy for L. U. 1324 and for the advance of the IBEW.

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 dues was somewhat confused due to the UWUA position and the necessity of going into court on the matter. Cost of that campaign was supported in its entirety by the International.

The time has now come, explains Intl. Rep. Merritt Snyder, when the normal expenses of Local 1324 must be borne by the members who are to benefit from IBEW collective bargaining and organizational efforts.

"Funds have not been cut off," explains Snyder, "but they have been limited by the International now to what is necessary up until the time when PG&E employees begin to pay themselves through union dues for the services being accorded them."

What could be fairer than that? The International has poured thousands of dollars into the campaign to let PG&E employees choose a collective bargaining agent. The PG&E employees themselves came to the IBEW and asked that the IBEW stand by them while they sought such an election. IBEW kept the faith, for it believed in the unionism of PG&E employees and their need for organization into the IBEW.

It is now up to the employees to reciprocate by becoming dues-paying IBEW members. To make the task easier, no initiation fee will be charged. The charter is being kept open during the membership drive.

Two types of membership are available. The "A" or beneficial membership, which costs \$4 per month including all benefits such as \$50 per month pensions after 20 years of membership and reaching the age of 65 years, together with death benefits ranging up to \$1,000; and the "BA" membership, which costs \$2 per month. Both memberships have equal voting rights in all regular meetings.

The post-election phase of IBEW activity will center around getting all Bay Division employees on a dues-paying basis and new members signed up. This activity is being pressed through a well-organized field campaign coordinated by International officers and led by organizing committees set up in each of the nine units. Each committee is responsible in turn to the Executive Board of Local 1324.

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 Sec. Ed White in the Oakland district.

For the convenience of PG&E members who wish to personally pay dues, two Local 1324 offices will be maintained, one at Local 1324 headquarters, 1918 Grove St., Oakland, and one at IBEW offices located at 85 South Van Ness Ave., San Francisco.

The present office staff of two girls will be continued. Utility Facts will be published once a month for general information.

Rep. Snyder, in behalf of the entire staff, thanks the PG&E employees for their fine support during the campaign. "If the hard work and devotion to trade union ideals during the election campaign was any barometer, the PG&E employee will speedily build himself a strong and capable organization in the Bay Area. The IBEW Reps. are here to assist in that job, and will continue on only so long as their services are needed and desirable," he declared.

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

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 Monday of each month, IOOF Hall, 629 Ferry St., Martinez, at 7:45 p.m.
- UNIT No. 2—REDWOOD & SAN MATEO**
2nd Monday of each month, Community Hall, Belmont, 8 p.m.
- UNIT No. 3—SAN FRANCISCO**
1st 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.
(Executive Committee), 85 South Van Ness, 8 p.m. To be announced.
- 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**
2nd Wednesday of each month, 8 p.m., 224 Main St., Petaluma.
- UNIT No. 9—SAN JOSE**
2nd Tuesday of each month, 45 Santa Teresa, San Jose Labor Temple.

TO GET OFF UWUA HOOK:

CUT THIS OUT, sign and turn over to your IBEW Shop Steward, or mail to Intl. Bro. of Elec. Workers, Local 1324, 1918 Grove St., Oakland 12, Calif.

CHECK-OFF REVOCATION

(Fill in with ink) Date.....

TO PACIFIC GAS & ELECTRIC COMPANY

I (print)....., hereby revoke my authorization to deduct from my paychecks dues for Utility Workers Union of America, CIO, or for any local union thereof, which may have heretofore been given you.

Signed.....

Department.....

(Social Security Number).....

Union Shop and Strong Union Go Hand in Hand

After reviewing the results of the PG&E system-wide election, it was the unanimous decision of the Local 1324 Executive Board to go after 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 checkoff revocation from all who have not signed them; and (c) Signatures for the union shop.

The latter are necessary so that the IBEW may present 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 built around a group that will not pay dues is not worth its salt, and eventually would certainly fall by the wayside.

Hence the drive for dues paying members. At the rate applications are coming in accompanied with dues money, and the similar encouraging rate at which the union shop cards are being filled out indicates that the Bay Division employees will build themselves a solid democratic organization within the IBEW which will soon be capable of standing on its own feet without subsidizing by the parent IBEW.

However, a check of the vote result shows that though few voted for "no union," about 2353 employees did not vote on any proposition. They just had not made up their minds about the two organizations competing for their vote or they had not made up their minds about unionism.

There has been a great turnover in PG&E personnel since the war. There has also been a large expansion in the physical forces of the company. It is suspected that many of the newer men hired were among those who did not vote. For the average PG&E employee has always recognized the need for a good union on the system.

Many of these newer employees have never belonged to a union organization. They need to be acquainted with the advantages accruing from unionism. And since

they reap the benefits which the dues of the average PG&E employee buys through collective bargaining, they should be educated to the principles of unionism and pay their fair share of the costs involved.

Even the Taft-Hartley act has recognized that principle. But to get a union shop election, the machinery of the NLRB must be used first.

PG&E employees have a big job ahead of them. New Local 1324 by-laws must be voted upon. After that permanent unit and local officials will be elected. Negotiating committees must be elected. Grievance committees must be set up. Separate pension plan committees may have to be elected to study and report back to the membership on the best pension plan to be presented to management.

To vote on all of these vital matters, after the NLRB certifies the IBEW as bargaining agent, it will be necessary to be an IBEW member. Only dues paying members in good standing are entitled to vote in union meetings.

The IBEW needs you. You need IBEW.

QUESTIONS and ANSWERS

How Are the Members Informed of Proposed Changes in Policy

The International President and International Secretary notify all local unions of important matters originating in or handled by the International Office. The International Vice Presidents communicate to the local unions in their respective districts any local or district information that would be of value. Such communications are read at local union or unit meetings in order to keep all members fully informed. When local unions need specific information not locally available, they write or wire the International Office for it.

Local unions are encouraged to make use of the IBEW Research Department. Equipped with an adequate library, an extensive pamphlet and clipping file, and trained personnel, the Research Dept. is prepared to answer requests for information submitted by IBEW members. No labor organization in America has more complete information relative to wages received and hours worked by its members than the IBEW.

Each International Vice-President is the clearing house for inter-union data of his district. No effort or expense is spared in answering any request, either of a statistical or technical nature. The policy of the Brotherhood is to make its members the best informed unionists in America.

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 their Company union 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 impounded by the Superior Court in San Francisco.

For in the face of the overwhelming vote for the IBEW the UWUA 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 sincerely interested 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 get 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 in such bargaining, then the UWUA, a year hence, would have some moral right to again come on the property seeking the confidence and the 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, all to the detri-

ment of the interests of PG&E workers.

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 and harassing 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 sit on them.

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 filer 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's Political and Educational League which is dedicated first, to the defeat of the Taft-Hartley act, and second, to election of public men who will vote for progressive legislation which 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 Headquarters

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 for a union shop election. Union shop authorization cards are now 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.

Except for a handful of water department and irrigation company employees scattered around the country, and a splinter group in two Southern California power houses, UWUA has been reduced by the recent election to the status of a minor utilities union. Its only important group of members today are the 27,000 employees of the New York Consolidated Edison Company.

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 unit meetings, organizing committees were reactivated for the union shop drive.

Ukiah Unit 5

There was a 100% union shop authorization sign-up, which was in keeping with the 100% spirit 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 Willits PG&E employees turned out for this meeting. Fort Bragg employees are considering signing up with IBEW as a group and will be heartily welcomed by Unit 5.

long either. For the smaller its package of Consolidated Edison collaboration shrinks, the louder it smells.

Now that the PG&E employees themselves have pierced the cloistered UWUA walls of company unionism, UWUA cannot long succeed in keeping from those remaining in the wreckage of its smelly package.

With the election vote in and counted, PG&E-UWUA members 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 most 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 over the signature of Harold Doyle from which we select the following significant excerpts:

"The results indicate that the IBEW-AFL won. It is expected that certification will take place shortly. . . ."

"You do not have to join the

MEETING NOTICES

This issue of Utility Facts contains a complete list of Local Union 1324 Unit meetings, including date, time and place for all future regular meetings.

All PG&E employees are invited to attend these meetings and acquaint yourself of the benefits which can be yours by becoming an active dues-paying member in the IBEW.

Keep this copy for reference.

Attend your union meetings regularly.

IBEW. . . . Keep your chin up because you know that there is no defeat in the CIO. We will develop plans for the future and keep you informed about them."

These statements by UWUA officials indicate that they are interested in the welfare of none but themselves.

Fed. Affiliation

All IBEW local unions are affiliated with the California Federation of Labor (AFL) which maintains an able staff at Sacramento during legislative sessions to look out for the interest of the working man and woman.

At the last session of legislature the Federation was instrumental in getting passage of bills which will benefit labor one way or another by some \$25,000,000 a year.

The Federation representative, Secretary Haggerty, was also successful in a last minute effort to have weekly disability insurance benefits liberalized by the addition to the weekly \$25 payment of 10 days of hospitalization at \$8 per day.

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 to Local 1324 IBEW, 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