

UTILITY FACTS



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Certification Means Joint Negotiations On System Basis

BLAME UWUA POLICIES FOR LACK OF CONTRACT

Every day that goes by serves to further prove what the IBEW maintained during the campaign that preceded the election. The UWUA National Officers are not interested in the welfare of the PG&E worker. The splinter group the UWUA is keeping on the system is being kept there to promote the selfish interests of the UWUA National Officers.

It is evident that the selfish purposes which the UWUA officers are seeking to accomplish are doomed to failure. For the group is shrinking every day.

However, every day that the UWUA sticks around postpones the day when the PG&E employee can get down to the business of bargaining for a new contract. The old UWUA contract ran out on January 1. It is now nearly four months since the anniversary date of that contract.

The UWUA's indefensible holding up of certification is in effect taking bread and butter out of the mouths of PG&E employees. The IBEW won the recent election by a margin of more than 2½ to 1. If the UWUA had the interest of its members or the PG&E employee at heart, it would get off the System and let collective bargaining proceed.

That is what other responsible unions do when they have lost an election by such a decisive margin. Responsibility for inaction on negotiations, settlement of grievances, and enforcement of conditions rests solely at the door of UWUA.

Any other union or its leaders would not have the gall to pose before the workingman as a servant of the worker in such circumstances. At the present time the UWUA is attempting to shut its remaining members off from

A series of meetings held recently in the Ninth District IBEW office with Representatives of Local 1324 and Local 1245 taking part have resulted in the formulation of a definite system-wide IBEW policy which is expected to put the IBEW in the strongest possible bargaining position when contract talks begin after NLRB certification:

1. Local 1324 will have sole responsibility for organizing its jurisdiction in the Four Bay Divisions as outlined in its Charter. This will mean new emphasis on the current Local 1324 membership drive and will result in bolstering the IBEW position by bringing to the bargaining table the maximum strength of the bargaining unit as outlined in the NLRB election directive.

2. System-wide negotiations will be undertaken by the IBEW with Locals 1324 and 1245 participating jointly.

3. With both Local unions agreed on the need for a uniform dues structure, plans were set in motion designed to bring about this objective at an early date.

The three-point program is expected to give new impetus to current Local 1324 organizational work, and is but one immediate result of One System Organization. Problems peculiar to present and past conditions in all areas of the system are being constantly met, studied and solutions found for the best interest of all PG&E employees.

the facts. They won't be able to do this forever, and the sooner the rank and file learn what the score is the sooner the important business of negotiating a new contract can be undertaken.

Dissatisfied with the present pension setup? Help IBEW determine its 1950 pension program. Join now.

Protect Your IBEW Union Investment

About a month has gone by now since Local 1324 IBEW launched its paid membership drive. Many of those first contacted are now paying or about to pay their second month's dues.

A few have not done so. This is in part due to the present economic plight of the PG&E worker and in part due to the drive itself. Many of the contact men are so busy pressing the drive that they have not gotten around to their new members to collect dues.

The field organization is now in the process of being strengthened to remedy this deficiency and make the payment of dues as convenient as possible. An effort will be made to notify all new members where they may pay their dues.

Local 1324 asks that all members come forward with their dues money when it comes due until such time as the machinery for collecting it gets a chance to start turning efficiently.

Therefore members are urged to renew their membership voluntarily if not contacted, by bringing or mailing their dues to 85 So. Van Ness in San Francisco, or to 1918 Grove street in Oakland; or by contacting the steward in the various shops and stations.

Remember, if you have joined the IBEW, you now have an investment in a better future. Protect that investment by paying your dues when due.

Want a better grievance procedure. To get one and make it work build your IBEW. Join.

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.

Board Again Denies Co. Bid To Split Bargaining Unit

On March 9 the National Labor Relations Board denied a PG&E petition to reconsider its November decision, which left Watch Engineers, along with 49 other classifications, in the physical forces bargaining unit.

Thus a second try by the company to weaken collective bargaining on the system has been thwarted. As on the first attempt the IBEW protested vigorously, documenting its protest with a six-page legal brief.

As it did when classifications were threatened during the original hearings, the UWUA merely went through the motions of protesting. Its exceptions were listed in a single page brief.

Thus once more it is evident that the UWUA, which often accuses IBEW of designs on the bargaining unit as presently constituted, is only lukewarm in its opposition to matters tending to weaken PG&E collective bargaining. The few trade union matters it interests itself in, and growls loudest about, is merely meant to distract attention from its willingness to go along with the company on almost any matter, including weakening of the present contract by negotiation. (See story elsewhere about meter reading negotiations of the UWUA).

The NLRB in overruling the company on the Watch Engineers, based its decision on IBEW evidence that they do not have the authority to direct employees in the regular course of work or in emergencies. Company contended they were supervisory employees.

They will continue to remain in the bargaining unit unless the company is able to overrule the decision through the courts. To date the company has not taken the matter into the courts.

Do you want a voice in determining your wages. Your paid membership will insure that voice. Join IBEW today.

UTILITY FACTS

Official Organ of IBEW
Local 1324



L. G. GLASSON, President
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UWUA and Company Favor Promotional Loyalty Program

Something new in the affairs of so-called "National" unions, but old in the operation of company unions has been developed by the UWUA National officers subsidising the UWUA-PG&E splinter group.

It is "promotional loyalty." Promotional loyalty is the process by which company unions set up unorthodox seniority rules for the advancement of individuals whom they wish to favor.

It is a very effective device for weakening unionism. Sometimes even good union men are its unsuspecting victims. It works this way: First the contract provision covering job progression is amended or eliminated altogether depending on what is most desirable from the point of view of those in the saddle.

A new job opens up. Several capable men with long service to the company may be eligible for it. But these men are by-passed. Maybe because they are known to be good union men. Or maybe because company policy does not look kindly at oldsters. Or maybe because the company wishes to alienate from unionism the youngster who has not yet become familiar with the benefits of unionism.

Those by-passed are scornful of a union that has negotiated agreements by which their qualifications are slighted. Thus as union men some of them may be softened up slightly. The newcomer selected over so many better qualified men is grateful and he gets the mistaken idea that unionism can benefit him little.

After a few years of such knawing at the roots of basic trade unionism, unionism dies off. When that has happened even the person promoted suffers, for though his conditions still might be better than those he superseded, in relation to similar jobs on systems where unionism is still in flower he will be much worse off.

The UWUA has negotiated away job bidding rights for certain steam plant employees. It has negotiated away job bidding rights of meter

How UWUA Held Up IBEW Certification

For the benefit of those employees who are now wondering why collective bargaining on a new contract has not begun despite the IBEW two-and-one-half to one victory over the UWUA in the election, here is how the UWUA utilized a legal gimmick to keep representative unionism off the PG&E system:

Rolled up into one bitter and vindictive UWUA pill the UWUA action was this: UWUA claims the NLRB election was not fairly conducted for those who voted by mail ballot. It has taken advantage of an NLRB rule which permits a review of complaints from any party to an election about the manner in which such an election is held. The fact that if every mail ballot was thrown out the UWUA would still have been decisively beaten makes no difference to the UWUA top brass.

They wanted to hold up collective bargaining by the IBEW and they have been able to do so.

The fact that the UWUA, before readers. (See story on this in this issue.) The reasons are not too apparent. Certainly on any recognized trade union basis they will be hard to justify.

The IBEW does not know whether or not the UWUA recognizes that it has become a party to promotional loyalty procedures.

The IBEW, for its part, recognizes the danger of such procedures. It will do everything possible to restore trade union rights—employee rights negotiated away by the UWUA just as soon as certification comes through and negotiations begin.

Are you satisfied with the present job bidding setup? Your ideas are needed on this matter. Join the IBEW now. Attend meetings.

the election, agreed to the NLRB procedure outlined for mail balloting is also being completely ignored.

Even though the NLRB Regional office on March 10, following the election overruled UWUA objections to the conduct of the election; even though UWUA National President Fisher, in joint meetings relative to the election outcome admitted to IBEW representatives that the "UWUA took a hell of a licking in its own territory"; the UWUA on February 13 and 24 filed objections to the conduct of the election with the NLRB Regional office.

Following its usual procedure in such cases the Regional Board gave the UWUA ten days to file evidence or affidavits to substantiate its charges. When the UWUA's evidence was in the Regional Board ruled that the charges were not substantiated.

A report was forwarded to the National NLRB office asking that it concur in the Regional ruling. As this issue of Utility Facts was going to press the UWUA still had a few days left in which to protest the Regional Board's recommendation.

In view of the consistent UWUA record of delaying every effort to secure democratic processes for the PG&E employee both before and after the election, it was expected that the UWUA would enter last ditch objections in Washington to the regional board's ruling.

However, the UWUA was near the end of the trail. Its efforts to secure more and more time to recoup its fortunes have dropped it further and further away from the rank and file worker. When the NLRB backs up its Regional Board the UWUA would be all through and the PG&E worker would at last be able to begin to do something about his economic situation.

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) _____

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
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- UNIT No. 7—OAKLAND**
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STEPHEN L. TINGLEY Executive Board
ERNEST E. I. 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, 829 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., 234 Main St., Petaluma.
- UNIT No. 9—SAN JOSE**
2nd Tuesday of each month, 45 Santa Teresa, San Jose Labor Temple.

Every PG&E Employee Welcome To Join Up

IBEW is expecting to be certified by the NLRB for collective bargaining in a matter of a few weeks. Therefore, IBEW Reps and Local 1324 officials are again appealing to all PG&E employees to participate in the official affairs of the IBEW. There is only one condition to such participation—membership in the IBEW.

There are many problems affecting the future welfare of PG&E employees which are coming up for discussion. Permanent officers must be elected. By-laws must be studied and approved. Contract proposals must be formulated.

These matters should have the serious attention of every PG&E employee. The more representative the thought that goes into them, the better they will be solved. The IBEW would like to merit the support of every PG&E employee if possible, not just the support of the majority.

However, that objective cannot be reached unless a true composite group comes in with their problems, so that they may become known and studied.

To all those employees who have been affiliated with the UWUA it should be pointed out that there has never been any fight with the UWUA members. The fight has been with UWUA National officers, whom the IBEW and the majority of the PG&E workers felt were not conducting the affairs of the union in the best interests of the rank and file member.

There is no bias in the IBEW toward PG&E employees who are not now members. And there is nothing to gloat over; the big job ahead is to complete the organizational work on the PG&E system.

That job is big enough for everyone interested to share in it. In fact it can not be completely done without everyone at the wheel. Get in now, while you can do the most good.

Help formulate and set the policy that will lead to the best 1950 PG&E contract.

Strength at the Bargaining Table Important. Join!

Every indication is that the IBEW Certification, held up now on a flimsy legal point by the UWUA, will be forthcoming from the NLRB shortly.

The minute that certification comes through the IBEW will be able to get started on negotiations for a new 1950 contract. The last one negotiated by the UWUA National Officers about 14 months ago, was of little economic value to the PG&E worker.

In negotiations this year the IBEW task will be to make up for the UWUA deficiencies of last year, plus gaining for the PG&E worker what is right and just in view of economic developments since then.

You, as an individual PG&E employee, can do something now for your own interest by taking paid membership in IBEW Local 1324. First, by doing so you can make your voice heard on what should be sought in the new contract. Second, by merely joining, you increase IBEW's strength at the bargaining table and assure that the things you want and need will be forthcoming from those negotiations.

Third, you hasten the day when every PG&E employee is a part of one big AFL fraternal organization on the PG&E system—a time when every employee is pulling together instead of working against each other; a day when your job can become a real pleasure, with personal animosities obscured and everyone concentrating on doing a job for PG&E as well as for himself and the union.

For a better job tomorrow, join the IBEW today.

The Union Shop —You Need It To Protect Yourself

Applications being received by the IBEW to support a request to the NLRB for a PG&E union shop election are coming in satisfactorily. These applications are even running ahead of the applications for IBEW membership.

This is because some PG&E employees are still tied up to the check-off, and those on the dues check-off are waiting till they can get off to avoid paying dues in two places.

NLRB statistics show that wherever union shop elections are held workers vote for them by more than a 90% majority.

The union shop—for the benefit of those not familiar with its advantages — will do these things among many others:

1. Give the union authority to negotiate clauses requiring new employees to become members of the union within a stated period, thus ensuring that these new arrivals contribute to the support of conditions which had previously cost them no sacrifice financially.

2. Increase the economic strength of the union thus making grievances easier to settle, make the contract more enforceable, provide insurance against the necessity for work stoppages.

3. Facilitate the education of new employees in the advantages of unionism by giving the union access to the names and addresses of new employees.

Sign the union shop application card.

YOU are the union. Be part of it. Join. Bring in your beefs and your suggestions.

Check Your Meeting Night

Every PG&E employee is urged to check on the meeting night for their area, and attend meetings.

IBEW Takes 700 Applications in 30-Day Period

The IBEW drive to put Local 1324 on a sound self-supporting financial footing, and in a good bargaining position, got off to a good start last month while contact teams were being organized and then really began to roll in the two-week period which ended on March 17.

During February 17 and March 17 over 700 applications accompanied by the first month's dues were received at Local 1324 headquarters in Oakland. This record was better than anticipated.

However, it was no surprise to officials of Local 1324 and the IBEW Reps, for the union-mindedness of PG&E employees was well-known, and the appeal to get the union on a paying basis was expected to be well-received.

What did surprise them was the number of applications accompanied by dues for six months or more. As Utility Facts went to press the staff was checking the number of such applications and they were expected to total over 100.

In assessing the measure of the application drive's success it should be noted that the 700 paid applications are in addition to those members on the Local's books who paid dues all through the campaign.

There are quite a few good, though misled, union-minded individuals in the UWUA splinter group. Many of them have had their stomach full of the UWUA policies, and being good union men, want to contribute their share to the cost of obtaining a new agreement under the IBEW and policing it.

These people are expected to shortly begin adding to their applications and dues to the snowballing drive. Many others now still tied to the check-off will be in with their dues as soon as certification nullifies dues deduction.

IBEW needs you. IBEW needs your ideas on contract proposals. Join.

Don't Be Taken In by the UWUA Bogey About Splitting Up Jurisdiction Lines

To keep in one nasty piece its splintering splinter group the UWUA has lately reverted to an old propaganda line—that IBEW was going to split the bargaining unit up into crafts.

This cry has been raised before in UWUA election campaigns. It was raised in the PG&E campaign and the workers turned it down. Yet the UWUA is busily spreading this old lie again to justify its styming of the contract negotiations. If the UWUA could produce any

evidence to back up this sort of propaganda they would undoubtedly do so.

Reason they cannot is because the IBEW has never yet broken up a bargaining unit for utility workers.

However, it is pointed out that the very language of the NLRB election order, as well as its decision on the PG&E effort to take 51 classifications out of the bargaining unit, would make it legally impossible for any union to bargain

on other than industrial lines. The NLRB ordered that the election be held for a bargaining unit of all physical force workers.

As for industrial unionism, which the CIO unions like to claim as their particular property, the IBEW was bargaining on that basis in the utility field long before the CIO ever came into being.

In fact, for many years the IBEW has been very successful in the organization of, and bargaining for utility employees on an industrial

basis. IBEW has always surpassed the UWUA-CIO as the principal industrial type union in the utility field.

The UWUA has lost utility election after utility election to the IBEW. Today the only important segment of the industry left to the UWUA is 1500 steam plant employees in Southern California and the 28,000 Consolidated Edison UWUA-Company captives in and around New York City.

One Organization Need Greater Today

For the past two years the IBEW has been plugging the need for One Organization. The policies of the UWUA today—policies by which a handful of UWUA National officers are denying collective bargaining rights to PG&E employees—point up the need for One Organization and the complete elimination from the system of the UWUA splinter.

Since December of 1948 when the UWUA National Officers took over the PG&E CIO utility locals, until the present time the sordid record of the UWUA has been consistently NOT in the interest of the employee. The UWUA policies have cost the PG&E worker plenty in terms of bread and butter and in lost conditions.

The first UWUA slap at the welfare of the PG&E employee after early December, '48, came when the National took negotiations out of the hands of a committee elected by the employees themselves, then sat down with the Company and made a quick deal on wages. The National officers were not interested in how much of an increase they could get but in executing a one year contract that would give them some measure of control over the workers in Four Bay Divisions.

That "quickie" contract was made while the IBEW had a petition for an election pending before the NLRB on behalf of a majority of the PG&E employees. The ink on it was hardly dry before the various UWUA locals started negotiating away hard won conditions in that contract which had been established over the years not by these UWUA officers but by the rank and file PG&E employees themselves.

Important seniority and job bidding procedures were negotiated away. One example was the deal made on bidding procedures in the steam plants. These UWUA moves were not surprising. They followed UWUA policies with reference to the Company followed in New

York on the Consolidated Edison system. But the UWUA, in giving away benefits written into the contract, were not merely playing the Company's game. They were making these deals to favor certain of their privileged members. The general welfare of the majority of the employees they were supposed to represent was completely ignored, just as it is being ignored today.

Besides the above losses, which meant bread and butter to a lot of PG&E employees, the UWUA has chose to completely ignore grievances of even their own members. In UWUA hands the contract with the Company has become a mere piece of paper and today offers no effective protection to the majority of the Bay Division employees.

When the election was over and the ballots had been counted, the UWUA policies were completely discredited by a margin of two and one half to one. At this stage the UWUA had opportunity to step gracefully from the PG&E stage and let the employees take over.

This the UWUA refused to do. They chose to follow the same tactics they have followed all through the present campaign—delay, with its consequent denial of autonomy which is caused by such delay. They filed charges that the election among one group of workers—an election which had no bearing on the outcome—was not properly held.

Thus more delay. Certification of the IBEW was held up.

These tactics can mean only one of two things: (a.) either the UWUA hopes by such delay that it may eventually win back the confidence of the PG&E employee which it has so effectively lost, or (b) it is going to keep its hands on the contract as long as possible so that it can practice the same kind of cooperation with the Company as is practiced on Consolidated Edison System in New York.

In a story elsewhere in this issue there some evidence to sup-

Afraid of What??

It is apparent that there are still a few employees around the Four Bay Divisions who would like to become members of the IBEW but are afraid to make the move.

AFRAID OF WHAT?

Afraid of the UWUA-CIO? The UWUA is all through on the PG&E. Though at the present time the UWUA holds the contract under which Bay Division employees work, with the IBEW having a better than two-and-one-half to one majority, the UWUA would not dare to take reprisals against members wishing to join the IBEW.

Though the UWUA may insinuate reprisals against those who see the handwriting on the wall, the IBEW is alert to any such shenanigans, and will give the full benefit of its strong position to anyone who may join. If the UWUA could have done anything about employees who join the IBEW it would have done so long ago before employees designated the IBEW as their choice as collective bargaining representative.

Afraid of the Company? It is an unfair labor practice for any Company to use its influence on employees or interfere with their selection of a bargaining representative. The IBEW will fully protect any employee who becomes an IBEW member.

Afraid to risk \$2.00? The IBEW will begin new contract negotiations as soon as the UWUA delayed certification comes through. If the employees on other systems where unions enjoy fine contracts, with good wage clauses and security had been unwilling to risk \$2.00 or in

port the latter possibility. As for the UWUA hopes of regaining the confidence of the employee, UWUA actions from day to day take him further and further away.

But for the UWUA policies analyzed above the PG&E employee could today be well on his way to realizing wage raises, pension plans and other benefits needed badly.

Only the Company benefits by the UWUA policies. PG&E employees now a part of the shrinking splinter group will not long continue their support of it once they realize how they are being used. Get into the One Organization which will be doing your collective bargaining for you NOW! Join the IBEW.

some cases more, to get their union started, where would they be today.

A union without paying members is no union at all. In reality, your \$2.00 is not a risk or a speculation, but a sound investment in a tried and true International organization that can bring home to you the kind of bacon you want only if you get behind it in sufficient numbers to impress the company with the fact that you mean business—that you want a union and the gains that go with unionism.

It takes money to support an efficient union organization. Don't wait for the other fellow to do the job. Don't let him carry you. Join the IBEW now, and take part in the coming policy making, and elections.

Contact Men Are Busy Men. Don't Delay. Join Now!

The applications for paid membership in the IBEW are coming in in increasing numbers now! The organizational drive launched after the election result was announced is rolling full blast. Contact men, authorized to accept membership into IBEW Local 1324 IBEW are located in every shop and station in the Four Bay Divisions.

However, these men, some of them shop stewards, some officers in the Units and some volunteers, may not have reached you because of their shift assignments or their ability to make contacts outside of working hours.

Any PG&E employee anxious to become a member need not wait for personal contact. Just fill out the membership application below and mail it into Local 1324 IBEW headquarters.

Your card and receipt will be forwarded to you immediately.

Don't let the other guy pay your way. A sound, progressive union organization must have dues paying members. And remember, to have a voice at union meetings on the sort of contract to be negotiated for 1950, you must be a paid up member. So get your application in now, either through a contact man or by using the application form on this page.

How to Get a Membership Application

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., or contacting the IBEW Shop Steward.

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