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 of the UWUA is keeping on the system 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 2% 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 pass before the workingman as a servant of the worker in such circumstances. At the present time, the UWUA is attempting to shunt its remaining members off from the facts. They won’t be able to do this forever, and the sooner they do, the better it is for all concerned.

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 3244 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 3244 asks that all members come forward with their dues money when it comes due until 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.

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 grows 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.
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 legal gimmicks to keep representative unionism off the PG&E system:

 Rolled up into one bitter and vindictive UWUA pill the IBEW 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 union representatives to interview the mail ballot, under protest. The UWUA would still have been decisively beaten had no difference to the UWUA top hierarchy.

 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 any recognized union that has negotiated a contract will do everything possible to restore trade union bonds they will be hard to justify.

The IBEW does not know whether or not the UWUA realizes 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 secure more and more time to reconstitute the Regional Board's ruling.

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

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

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, Calif.

CHECK-OFF REVOCATION

(Fill in with ink)

TO PACIFIC GAS & ELECTRIC COMPANY

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

Signed:

( ) Department

(Social Security Number)

LOCAL AND UNION OFFICERS

UNIT No. 1—MARTINEZ

Chairman: W. H. McGUIRE

Vice-Chairman: W. L. ANDERSON

Recording Secretary: C. J. McGUIRE

Financial Secretary: W. L. ANDERSON

Treasurer: J. CARTIER

UNIT No. 2—SANTA ROSA

Chairman: J. R. MCINTIRE

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

UNIT No. 3—SAN FRANCISCO

Chairman: W. H. MUSKALL

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

UNIT No. 4—REDWOOD & SAN MATEO

Chairman: W. H. MUSKALL

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

UNIT No. 5—UKIAH

Chairman: E. H. LAY

Vice-Chairman: S. M. JONES

Recording Secretary: R. H. LAY

Financial Secretary: R. H. LAY

Treasurer: E. H. LAY

UNIT No. 6—SANTA CLARA

Chairman: W. H. HAMPTON

Vice-Chairman: R. H. LAY

Recording Secretary: R. H. LAY

Financial Secretary: R. H. LAY

Treasurer: E. H. LAY

UNIT No. 7—OAKLAND

Chairman: W. H. MUSKALL

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

UNIT No. 8—PETALUMA

Chairman: W. H. MUSKALL

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

UNIT No. 9—SAN JOSE

Chairman: W. H. MUSKALL

Vice-Chairman: L. G. GLASSON

Recording Secretary: H. W. MUSKALL

Financial Secretary: J. R. MCINTIRE

Treasurer: L. M. Hynes

LOCAL 1324

L. G. GLASSON, President

ED. WHITE, Financial Secy.

1918 Grove Street, Oakland, Calif.

Phone Glencourt 2-1600

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 subsidizing 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 upon 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 knowing at the roots of trade unionism, unionism dies off. When that has happened to 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 plant employees. It has negotiated away job bidding rights for certain steam plant employees. It has negotiated away job bidding rights of meter plant employees.
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 adopted. 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 glaat ever; the big job ahead is to complete the organizational work on the PG&E system—one that when every employee is pulling together instead of working against each other; a day when your job can be 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 whenever 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.

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 guilty of splitting the bargaining unit up into crafts.

This cry has been raised before in UWUA election campaigns. It was raised in 1920, 1928, and again in 1940.

Yet the UWUA is busily spreading this old lie again to justify its strying 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 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 thing left to it is the 1500 steam plant employees in Southern California and the 28,000 Consolidated Edison employees in and around New York City.

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 book 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.
The ink on it was hardly dry be-

The National officers were not in-

majority of the PG&E employees.

Bay Divisions.

were negotiated
ded procedures were negotiated
employees themselves.

employees to represent

time that the sordid

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employees on other systems where

by setting up the

For the past two years the IBEW

of the UWUA today—policies by

which a handful of UWUA Na-
tional officers are denying collec-
tive bargaining rights to PG&E

employees—point up the need for

One Organization
Need Greater Today

York on the Consolidated Edison

system. But the UWUA, in giving

away benefits written into the con-
tact, were not merely playing the

Company’s game. They were mak-

ing these deals to favor certain of

their privileged members. The gen-
eral 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

interest of their own mem-

bers. In UWUA hands the con-

tract with the Company has be

come a mere piece of paper and

today offers no effective protection

to the majority of the Bay Divi-

sion 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 tac-
tics 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 elec-
tion among one group of workers

and let the employees take over.

Thus more delay. Certification

for an election pending be-

fore the various UWUA locals

started negotiating away hard won

conditions in that contract which

had been established over the years

by the rank and file PG&E

employees themselves.

Important seniority and job bid-
ing 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

NY.

That “quickie” contract was

made while the IBEW had a peti-
tion for an election pending be-

fore the NLRB on behalf of a

majority of the PG&E employees.

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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 employees. The UWUA policy

has been consistently NOT in the

interest of the PG&E employee

after the various UWUA locals

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