



## Progress on Basic Gas Proposals

A draft of basic proposals to improve conditions for gas department workers has been completed and copies distributed to the members and employees in this section.

The proposals are the result of numerous committee meetings and discussions with employees in this department and just as soon as we get your comments we will present them to the company.

In them an effort has been made to remedy some of the most glaring deficiencies that affect not only job security, job definitions, and lines of progression, but wages as well. For establishment of definite provisions to cover these categories will result in upgrading of personnel throughout the department.

It has taken a long time to get all of the pertinent information in, digest it, and formulate remedies. This is so mainly because of the scant attention given to the interest of workers in this department by the UWUA when it was in the contract saddle.

It is also further evidence the IBEW is giving full attention to the needs of its members in all departments. These needs were so sadly neglected under the UWUA that undue time is needed in sifting and gathering information, then acting on it.

However, we make progress on all fronts, and in all departments. The union job is never finished.

### IBEW SERVICE REACHES ALL PG&E PROPERTY

Through the IBEW grievance procedure a Shasta Division employee recently was reinstated and awarded one week's back pay because he had been laid off arbitrarily.

### UWUA Please Note!

UWUA members can, as a result of the carelessness of their officials with the truth, make themselves \$5,000. Just turn to the last page.

## Before You Sign — Think!

The pledge cards now being circulated by the CIO-UWUA are harmless looking little things.

Some employees have thoughtlessly signed them to accommodate some fellow worker with the feeling that "they don't mean anything anyway." Nothing could be further from the facts.

IBEW Local 1245 now has over 8,500 dues-paying members—and the roster continues to grow. Recently we had to expand our offices to take care of this healthy growth. An additional expansion is in the offing.

These 8,500 members are paying dues voluntarily, though they are higher than those of the FOUR-BIT union. With such evidence from the PG&E worker of his IBEW preference, IBEW Local 1245 knows that it can easily survive any election.

However, with over 8,500 out of a possible 12,500 PG&E employees voluntarily paying dues, the IBEW can hardly be enthusiastic about entering into another election campaign.

The IBEW fought for over a year to have the last election held.

One purpose of that election, for which the IBEW petitioned, was to eliminate the negative, minority dual union role the CIO was playing on the system.

Today that minority faction is still smaller and further discredited. But it would like to force the IBEW to suspend its normal activities on behalf of better conditions to meet its election challenge.

Then it can sit back and feed the fires of discontent it has kindled with charges of IBEW failures on grievances, policing of the contract, etc.

The tactics of the UWUA during the past few years have cost the PG&E much in employee dollars and much in progress. If the union can qualify their election petition with enough pledge card signatures, they can again succeed in throwing collective bargaining on the system into a vacuum while the long, cumbersome NLRB process grinds.

Meanwhile, only the management gains from such tactics.

So before you sign a pledge card—THINK!!!

## Organizing Off System Making Great Progress

The "One Organization on the System" slogan bought by PG&E workers in the election a year ago continues to expand. The Local 1245 utility family grows. As it grows, the collective bargaining scales continue to weigh more favorably for PG&E workers—members and non-members alike.

With the great progress made among municipal utility workers in Santa Clara recently, IBEW Local 1245 is now in position to begin negotiations for improvements in wages and conditions. Mayor Toledo and the Santa Clara Council were slated to sit down to talk contract, the first meeting being on June 4.

Meanwhile, negotiations are certain to take place with City of Lodi officials, where IBEW Local 1245 has organized 97 per cent of the employees under its banner.

## Local 1245 Gets Top Rate for Sacto Wkrs.

IBEW Local 1245 representatives have in recent weeks completed several negotiations with utility companies off the PG&E system. All of them brought affected employees the full 10 per cent allowable under the Wage Stabilization Board formula.

Sacramento City Lines workers got increases of 8c an hour plus a retroactive settlement of \$25. The rates paid on this utility are now the highest paid anywhere in the nation.

Employees of the Sacramento Municipal Utilities District got a raise of 5.8 per cent as a result of IBEW negotiations. Also, the Sierra-Pacific members of IBEW Local 1245 got an increase amounting to 6.4 per cent. Both raises were the maximum allowable under the WSB formula.

## PG&E Union Shop Possible Soon

IBEW Local 1245 now has more than 8500 dues paying members—more than enough to qualify a petition for a union shop election.

However, to make sure that this coveted goal of every union man is achieved, we are waiting for our membership to reach 10,000 before filing.

At the rate new members are coming in, that goal should be reached in the near future.

Statistics of the Department of Labor show that where members of unions such as IBEW Local 1245 are given an opportunity to express themselves on the union shop through NLRB elections, that they voted in favor of the union shop 99 per cent of the time.

The union shop would make it possible to reach the free-riders and those who drop their conscience money with the Four Bit Union to pay for their fair share of the gains that accrue through membership in the majority union.

A study of the vote in last year's election indicates that the union shop would easily pass on the PG&E. Of approximately 10,000 employees who voted at that time, slightly over 200 voted for "no union."

You can help the union shop idea along by refusing to sign the pledge cards of the UWUA when they come around, and by urging your friends and fellow workers on the system to join the IBEW.

### FOUR-BIT DUES COULDN'T BUY THIS:

PG&E employees working in the East Bay Division recently had over \$500 awarded to them for retroactive travel time, after filing for it through the IBEW grievance machinery.

### Need \$5,000?

Who don't. The UWUA, falling easily into its old habit of telling the big ones, has made it possible for you to collect \$5,000. See the back page.

**UTILITY FACTS**

Official Organ of  
LOCAL 1245, I. B. E. W.



450 Harrison Street  
San Francisco 5, Calif.  
SUTTER 1-0082

President.....Chester D. Sorensen  
Vice-President.....E. B. Hastings  
Recording Secy.....Lester Glasson  
Treasurer.....B. S. Forsyth, pending  
Financial Secy.....Gene E. Ripperdan  
Bus. Mgr.....W. A. Smith, Acting

**EXECUTIVE BOARD**

Colgate.....E. J. McDougall  
Gen. Const.....To be appointed  
Shasta.....L. E. Dailey  
Stockton.....Frank D. Gilleran  
DeSabra.....D. D. Raker  
San Joaquin.....Gene E. Ripperdan  
Coast Valleys.....C. C. Shephard  
Sacramento.....Gordon L. Strazzo  
Drum.....W. J. White  
East Bay.....E. B. Hastings  
North Bay.....Harry Sturgis  
San Jose.....Jim Gibbs  
San Francisco.....Lester Glasson  
Humboldt.....J. W. Cochrane

**The Free Rider's Creed**

Composer Unknown

The dues-paying union member  
is my shepherd;  
I shall not want.  
He provideth me with paid holi-  
days and vacations.  
So I may lie down in green pas-  
tures beside the still waters.  
He restoreth my back pay;  
He guideth my welfare without  
cost to me,  
Even though I stray in the paths  
of unrighteousness—for my  
money's sake.  
Yea, though I alibi and pay no  
dues from generation to gen-  
eration,  
I fear no evil, for he pays my  
way and protecteth me.  
The working conditions he pro-  
videth they comfort me.  
He annointeth my head with the  
oil of seniority.  
He solaces my soul with a con-  
tract that protecteth my sal-  
ary and provideth me with  
merit increases.  
He fighteth my battles for pay  
raises and, even more, he  
speaketh strongly for my  
rights.  
Yea, my cup runneth over with  
gratitude.  
Surely, his goodness and loving  
kindness shall follow me all  
the days of my life—free of  
cost.  
And I shall dwell in the union  
house he hath built forever—  
and allow him to pay the bill.  
Amen.

They pledge you to support a  
dead organization, discredited by  
the great majority of PG&E work-  
ers in an election last year.

**Clerical Group  
Dissatisfied**

The union which holds the bar-  
gaining rights in three divisions  
for clerical workers—the UWUA  
—could well start doing something  
for its own people if it would merit  
the confidence of PG&E employees  
in the other divisions.

In other words, if the UWUA  
would spend a little more time tak-  
ing care of the people it is sup-  
posed to represent instead of run-  
ning over the system trying to stir  
up discontent and unrest, everyone  
concerned would be better off—  
including the UWUA clerical work-  
ers.

Increasing numbers of clerical  
workers supposed to be repre-  
sented by the UWUA are asking  
for the type of service given to  
clerical workers under the IBEW.  
They are also taking an increasing  
interest in the possibilities open to  
them through the overwhelming  
IBEW economic strength at the  
bargaining table.

Particularly are they interested  
in the IBEW proposal for uniform  
system-wide rules for job bidding,  
lines of progression and seniority.

For without such provisions, the  
UWUA pensions proposals mean  
nothing. If a worker in clerical  
has no guarantee of job security  
and job tenure, he has little as-  
surance that he will be around  
when eligible for pensions.

On the other hand, the physical  
workers, under the IBEW contract,  
do have definite job protection  
through the existing provisions.  
The IBEW strives constantly to  
enforce these provisions and at  
every opportunity to clarify and  
strengthen them in negotiations.

Had it not been for the UWUA's  
procrastination during the past  
few years, its several deals  
whereby valuable seniority and  
job bidding rights were negotiated  
away (when it represented the

**ROUND AROUND  
SHE GOES**

Just how many of the members  
that the UWUA claims to have in  
the divisions are paying their four-  
bits per month dues is anybody's  
guess. It is known that quite a  
few of the claimed members are  
delinquent. Of course the UWUA  
hesitates to suspend these hangers-  
on lest they lose the few they do  
have.

Where then does the money  
come from that finances the con-  
tinued UWUA effort to spread dis-  
sension and disunity on the sys-  
tem?

Some of it, of course, comes out  
of the pockets of the Clerical work-  
ers. While the conditions of these  
employees suffer, the officials of  
this section waste their time sup-  
porting the current UWUA pledge  
card drive.

Some of it, too, comes from the  
old dues check-off funds, which  
were impounded for a time by  
court order, and then returned to  
the unions.

We suspect that the latter is the  
main source. It is this money that  
is being used to carry the non-pay-  
ing members. It could go a long  
way at 50 cents a month.

What it all amounts to is that  
the non-paying members, most of  
whom were on the check-off, are  
being bought with their own  
money.

It's something to think about,  
isn't it?

**THAT PLEDGE CARD**

That UWUA pledge card could  
mean long NLRB hearings, suspen-  
sion of negotiations for pensions,  
reclassifications, wages and con-  
ditions. Think before you sign.

physical workers) conditions and  
security for the workers on the  
system would today be in much  
better shape.

**Pie in the Sky  
For Fifty Cents?**

Shortly before PG&E employees  
were to go to the election polls  
last year to pick a collective bar-  
gaining agent, Utility Facts carried  
the following story about UWUA  
references to Pension Plans. We  
think the story is just as appropri-  
ate today and reprint it herewith:

"Those seven UWUA Ghosts who  
fought so hard to forestall an elec-  
tion for PG&E workers have  
broken out of the so-called UWUA  
Joint Council haunted house after  
a year of inaction. They suddenly  
have the answer to all the ills of  
utility workers everywhere. Their  
answer is 'Pie in the Sky.'

"... The biggest cut of pie cur-  
rently being offered workers by  
UWUA is pensions—the sort of  
pension plan recently negotiated  
for CIO Steelworkers. The plan is  
financed by the steelworkers them-  
selves and partly by the steel com-  
panies.

"The IBEW has had such a plan  
in operation for certain industry  
groups within the IBEW for sev-  
eral years, paid partly by members  
and partly by employers. It has  
been, and is being, improved from  
year to year. The IBEW originated  
this pension plan.

"In addition, where employees  
of a particular firm have not seen  
fit to demand pensions as a part of  
the contract covering them, pen-  
sions have been available to in-  
dividual IBEW members who want  
them through the IBEW's Interna-  
tional Pension Fund which has a  
reserve of over \$30,000,000.

"When PG&E employees have  
made the IBEW their official bar-  
gaining agent, it is prepared to  
bargain for whatever kind of pen-  
sion plan the majority of employ-  
ees want.

"IBEW officials point out that  
there are many kinds of pension  
plans. Some, such as the CIO plan,  
tend to tie a worker to his job..."

It was announced several weeks  
ago that the pension objective was  
to be taken up with the company  
in negotiations to be opened soon.  
And the IBEW strategy of refusing  
to lump pension demands with  
wage demands in the last negotia-  
tions is now justified. Wage in-  
creases of the full 10 per cent wage  
formula allowable took \$3,500,000  
out of the company budget. Both  
wages and pensions may have suf-  
fered if both had had to come out  
of the PG&E kitty at that time.

The UWUA today is still seek-  
ing to foster the sort of discontent  
—the same sort of pie in the sky—  
that PG&E employees refused to  
buy in the election a year ago.

A year ago, before the election,  
the UWUA was offering pie in the  
sky at slightly higher prices. Today  
you can get UWUA pie in the sky  
for four-bits. Its still high at any  
price.

**FROM THE MAIL BAG**

To Acting Business Manager Bill Smith, IBEW Local 1245

Dear Sir and Brother:

I have only been working for the PG&E about a year and a half.  
I have always believed in unions and always belonged to one if there  
was one where I worked before. So when I started for PG&E these  
fellows that I am working with said they were CIO, that that was the  
best union to join. So, if the guys I am working with are union, of  
course I am going to be union, too, so I joined.

Well about three months ago I got moved up to a better job but no  
increase in pay, which I was supposed to have. Well, I know about  
unions from where I have been; they have grievance committees for  
such things. But the fellows told me that the CIO can't do anything  
on things like that; they ain't the bargaining agent. Take it easy and  
a few months, IF we have another election, we'll fix it.

Now that's a hell of a union if they can't fix a simple little  
grievance like mine, so I took it to the IBEW grievance man. Though  
I was told he wouldn't help me, he fixed it and I got my raise with  
back pay. Enclosed is my application for membership.

Fraternally yours,  
Signed

# WHAT YOU LOST—

The UWUA's so-called Newscaster, in conjunction with handbills, has recently circulated among some Divisions of the PG&E propaganda designed to stir up enough dissatisfaction with IBEW Local 1245 and its officials to win signatures for its pledge card campaign. The deadline for getting the proper number of pledge cards necessary to obtain an NLRB election hearing is June 30, according to the UWUA.

If the UWUA and the Newscaster run true to past form, the closer that date approaches the more vicious this propaganda will become. The UWUA's biggest lies will be dropped when the time element is sure to make them most difficult to refute.

The UWUA seems to have learned one thing from its unsuccessful election campaign a year ago. That is that the character defamation, the mud-slinging, and the bald-faced lie techniques that failed before to bamboozle or confuse the thinking of most PG&E workers would avail it nothing in its pledge card campaign. The same techniques are now practiced in more subtle manner. But the deceit is there just the same.

## The Old Deceit

A recent issue of the Newscaster, practicing the new subtle deceit, heads up a lead article: What You Lost. A box is set up purporting to show the IBEW vs. the CIO score on various gains.

Under the column of wage gains, the UWUA claims that between September 1950 and the present time it got for Southern California Gas employees a 10% wage increase. Also an escalator clause providing for an increase IF the cost of living rises. Also improvements in working conditions; a paid pension plan. A health and medical plan.

The great majority of workers in the down-state utilities are members of the IBEW. In recent years the IBEW in that area has set the pace at the bargaining table, despite the fact that the UWUA minority position has in many instances nullified IBEW efforts to secure maximum benefits in all categories affecting welfare and working conditions. We welcome any concrete gains made in any district by any utility union. Precedents and patterns, irrespective of whether they are established by the IBEW or the UWUA are helpful in our own efforts to get maximum gains for the people we represent.

## Precedent Is Fine

At New York Consolidated Edison, where the UWUA has an entrenched position with management, and where last year, after several big utilities election losses to the IBEW, consolidated Edison thought it wise to bolster the UWUA position with something more than the usual "crumbs" the UWUA got 10 cents an hour plus an additional 5 cents six months later. But now the UWUA Box Score is talking in terms of pennies and not percentages. A comparison by categories will show that the IBEW did considerably better for PG&E workers. A paid hospital and welfare plan, of which no details are given, is also claimed. Fine. Wonderful. More precedent. Incidentally, there is no minority union, no opposing faction on Consolidated Edison to complicate and impede negotiations. On PG&E there is the defeated and discredited UWUA.

During the same period the UWUA claims for Detroit Edison workers 11 cents and 4 cents—still talking in terms of pennies rather than in percentages—which averages out to less than the IBEW obtained for PG&E workers during the same period. An escalator clause was also added. Improvements in pension benefits are listed along with sundry other gains.

The box score is completed with similar gains claimed at Boston Edison. And with the completion the UWUA runs out of steam for it has covered its principle representations.

## The Biggest Gain

Under the heading of "other gains" for the IBEW on the PG&E system it lists in capital letters GAINS—none. Perhaps the biggest gain the IBEW made for PG&E workers in the physical forces during the period listed by the UWUA was the elimination of the dual bargaining which had been in effect on the system because of the UWUA's long minority entrenchment. We mean the elimination of the UWUA from the bargaining table insofar as the physical forces are concerned.

For that minority representation, operating along lines of the National UWUA-Consolidated Edison pattern, was and is directly responsible for all of the questions the UWUA raises today with reference to "other gains".

The UWUA charges no working conditions improvement, no hospital welfare plans, no paid pensions, no escalator clause, no re-opening date.

## Paychecks First

Let's take the last one first. The IBEW has developed a policy—quite successful until the wage freeze came along—of avoiding long-term commitments on behalf of its members on wages. This flexible wage policy permitted representatives to go before management for increases whenever they felt that the economic fortunes of management and the economic needs of the workers could justify them. Under this policy, wage increases were theoretically possible as often as every 90 days.

Such a policy was especially necessary after the long NLRB proceedings when both the UWUA and the Company fought an election. In December of 1949 the UWUA, representing only about 5,000 PG&E employees in the four Bay Divisions, rushed through a contract, for a piddling wage increase, which it hoped would forestall the IBEW effort to get a system-wide election.

During the year of NLRB proceedings and study that followed, the UWUA practiced the unpardonable trade union sin of wholesale neglect of grievance procedure to curry favor and to build pressure against many who were partial to the IBEW One Organization program.

The UWUA during this period went even further, and under the guise of local autonomy, negotiated away valuable system-wide seniority rights affecting various classifications, also to curry favor, and to freeze into jobs known UWUA sympathizers.

## Conditions Protected

Then in November of 1950, after the NLRB had ordered an election to be held in February, about a month after the existing UWUA contract for the Bay Divisions was due to run out, the IBEW proposed an extension of that contract to prevent long established working conditions from breaking down in the interim between expiration date and such time as negotiations could begin after the election. It got the UWUA to agree to this extension.

When the IBEW finally, more than a year after it had sought an election, won collective bargaining rights on a system-wide basis for the first time it found itself facing these problems:

**No wage raises for PG&E workers for more than 14 months.**

**Grievances—scores and scores of them unsettled by the UWUA.**

**Valuable security provisions negotiated away by the UWUA.**

**Two IBEW locals on the system. One IBEW Organization had been promised.**

In addition, the IBEW had promised not to go in with any pension or other plan for negotiation until the workers themselves had an opportunity to express their wishes on this important matter.

The same went for all other items to be negotiated, including the necessity of determining by rank and file participation—the desires of the entire membership on all fringe items and improvement of working conditions.

## Action at Last

In other words, out of the void that had been in effect for more than a year because of the UWUA's policies, there were suddenly scores of things to do—things to do that had to be done as IBEW promised—through the democratic procedure of committee hearings, unit participation and action, etc.

With these things to do in front of them, IBEW representatives determined that the most essential thing to do was to get a wage increase at once.

There were three of these—there would have been more but for the wage freeze—with negotiations for uniform conditions, improved conditions, pensions and other items deliberately sidestepped until the will of the membership could be determined on these matters, the plans detailed and worked out, the proper backing for them organized.

There you have the IBEW program.

What You Lost in 1950 was the UWUA millstone around your necks.

The UWUA had its chance to get the program it is talking about now.

Do you think a union with a past record such as UWUA's is entitled to your confidence, or entrustment with your legitimate objectives?

Much valuable groundwork has been laid by the IBEW during the past year, organizationally and at the bargaining table. YOU can make this pay off for YOU by scorning the UWUA pledge cards.

## Let's Face the Facts of Life

In February of 1950, PG&E employees went to the polls to pick a bargaining representative. The IBEW hung its campaign hat on the "One Organization" proposition. The soundness of that proposition was evident to everyone. The UWUA, at that time constituting a sizeable minority bargaining force on the system, was unable to pursue legitimate objectives of its members because of the constant interference of its national officers. Local officials of the UWUA were themselves fed up with this interference and obstructionism. Many of them bought the IBEW "One Organization" proposal along with a two to one majority of PG&E employees.

**The results of the election show that the PG&E employee is thoroughly fed up with the spectacle of local autonomy as practiced on the PG&E by the UWUA.**

They found no merit in a UWUA setup where autonomous local union officials were trying to run in at the same time in different directions with one ball; with different interpretations of contractual provisions by different autonomous local union officials; with the prospect that the action of one autonomous local official could nullify any needed economic action undertaken to back up contractual demands; nor with the great expense needed to maintain the separate autonomous UWUA union offices.

Yet today the UWUA is back with a program, a cure-all for PG&E employee needs based on a baker's dozen of autonomous local unions.

As other stories in this issue will show, the UWUA is itself responsible for most of the wage and condition deficiencies that exist on this system today. And the UWUA's refusal to accept the NLRB election mandate of PG&E workers given to the IBEW is responsible for the continued assistance of the IBEW International Office.

**At the present time I. O. Representative Bill Smith, Acting Business Manager, and I. O. Representative Merritt Snyder are assisting IBEW Local 1245 in making good on the promises made to PG&E employees before the election. When those promises have been made good — a smooth-running union business organization setup, pension plans, uniform grievance and job-bidding procedure, mass reclassifications effected — when the I. O. in other words, is satisfied that it has made good on its own responsibilities to PG&E workers, its representatives will bow out of the PG&E picture.**

The services of these representatives are being defrayed at the expense of the I. O. Their salaries or personal interests are in no way effected by the dues paid by PG&E members. The recent raise in dues

was instituted for the sole purpose of keeping Local 1245 on a sound financial footing—a pay-as-you-go footing—that will permit the Local to continue to give to all PG&E employees the services they have indicated that they want.

The International realizes that wages on the PG&E had not kept pace with the rapid rise in living costs. Because it was and always is concerned about the effect of unusual economic circumstances on the welfare of its members, the International on March 12 was successful in negotiating wage increases for PG&E members amounting to more than \$3,250,000. This gave individual PG&E employees monthly increases ranging from a minimum of \$13.50 to \$23.00.

This was accomplished in spite of the closed contract the UWUA says we made with the Company. And the UWUA's coat-tails.

It is admitted that the long period of amalgamation needed to get the former Bay Divisions Local 1324 and Local 1245 integrated in the interest of the One Organization promise has been a trying one. Some toes had to be stepped on here and there; probably the normal union business suffered in spots during this period. But it could have been behind us long ago had the UWUA minority consented to an election when the proposition was first broached.

**However, the trial and error period is past. Incompetents and prima donnas have fallen by the wayside. Some good union men have taken a back seat in union affairs on the system for the good of the One Organization proposition.**

The organizational period made necessary by the UWUA has provided an excellent opportunity to observe those who have been charged with carrying out the important union work on the system. When the elections are held, the best of these should emerge to carry on.

The IBEW respectfully calls these points to the attention of PG&E employees. Remember them when the UWUA presents you with a pledge card to sign. Your signature could well help in returning to the system the chaotic and hopeless bargaining setup that existed when UWUA was a union in being and not just a paper union.

Let's build for the future with IBEW—the union with the most members, the greatest economic strength, most progressive and American union methods, the most democratic utility union organization—YOUR UNION.

### ARE YOU A FREE RIDER?

Don't let your fellow workers carry the burden of supporting your job conditions. Join the IBEW now and pay your fair share.

## Five Thousand Dollars Reward CIO Reaches New Low

Some Local Unions stoop to pretty low tricks to get members, but this is about one of the lowest I ever had the misfortune to see.

In one of their latest hand bills entitled "THE TIME FOR ACTION," they came up with a postscript.

Quote: "Who can you believe? Where's Charlie Mason? The IBEW claims that Mason has been fired, but he is working now as an IBEW Representative in the PG&E Southern District." End of quote.

The IBEW never claimed at any time that Mason had been fired. Mr. C. W. Mason voluntarily came in and resigned on March 2nd and he has no connection with the IBEW or Local 1245 in any capacity whatsoever and he is not working in the PG&E Southern District. In the first place, there is no Southern District in the PG&E. The San Joaquin Division is the most southerly division in the company.

The so-called Steering Committee, having nothing concrete to offer the employees of the PG&E and having failed while they did represent some of the employees, have to stoop to such low tricks as putting out deliberate lies to confuse the employees of the PG&E. If they need a little extra money for organization, here's a good chance.

**The IBEW offers \$5,000.00 to anyone who can prove that the above statement is true concerning Charlie Mason working for the IBEW. We are calling their bluff. Either come in with the facts and collect the \$5,000.00 or stand exposed as an organization that would stoop to any low trick to get members into their so-called union.**

**W. A. SMITH,**

**Acting Business Manager.**

**P. S.—The \$5,000.00 can be collected at 450 Harrison Street, Room 210.**

Sec. 34.66, P. L. & R.

U. S. POSTAGE

**PAID**

San Francisco, Calif.  
Permit No. 5700