



## New Deal in Making for General Construction

General Construction Department employees of P. G. & E. may look forward confidently to better things this week as several projects and proposals undertaken in their interest began to take shape. They include:

1. Local 1245 will assume jurisdiction over all P. G. & E. electrical construction work delegated to contractors. On such work, displaced P. G. & E. general construction workers will have a preference regardless of location, and will be remunerated at rates established by contract between the IBEW Local 1245 and the California-Nevada Line Constructors Chapter of the National Electrical Contractors Association.

2. Appointment of Paul Smith as fulltime business representative for General Construction. He will bring to the job a long background of public utilities construction knowledge and will coordinate the activities of:

3. Ten Local 1245 business representatives now in the field, who will be available for servicing general construction members.

4. Notification by Local 1245 to the U. S. Conciliation Service that a dispute exists with management relative to increasing per diem allowances for construction workers. This action will put the local in a position to take any action necessary to bring about this vital objective.

5. Negotiations are pending with management on new job descriptions and classifications. Construction members are invited to send in, via communication, to 450 Harrison street, Room 210, their suggestions for improving this phase of the contract. Meanwhile, a special committee will get to work on putting the desired changes into clear and unmistakable language.

6. Strengthening and enlarging the steward system in General Construction for better coverage.

The move whereby Local 1245 is handed jurisdiction over all outside line construction is the culmination of more than five years of work by

IBEW, during which time numerous meetings and discussions with Northern California IBEW local unions laid the groundwork.

This achievement can be put down in the P. G. & E. General Construction Worker's book as an important contribution to his future welfare. It strengthens the bargaining position of this group of P. G. & E. workers. It will multiply the job opportunities of workers in this category. And the long-standing company threat to curtail the operations of this department—a threat always present in the past at the bargaining table—is now ineffective. It represents one more example of the benefits that can accrue to IBEW members because of IBEW's preponderant representation of electrical and utility workers in California and throughout the nation.

### How to Contact Paul Smith on Union Business

P. G. & E. General Construction workers wishing to reach Paul Smith on union business or other matters may reach him by calling Sutter 1-0082, San Francisco.

Paul will make his headquarters at Room 210, 450 Harrison street, San Francisco.

For speedy action on General Construction grievances or other information, members should file their complaints, sign them, and mail them to the foregoing address.

If members are interested in outside line work with contractors under agreements with local union No. 1245, contact same address for further information.

For servicing grievances and taking care of other matters which affect the welfare of General Construction personnel, Paul Smith will have the entire staff of Local 1245 business reps—10 of them—available for assignments. This means that despite the fact that

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## Organizing Drive OKed by Exec. Bd.

The "green light" was given by the 16-man executive board of Local 1245 at the Sept. 18 meeting at 450 Harrison St., San Francisco, to Acting Business Manager W. A. Smith on all activities of Your Union, headlined by the **membership organizing campaign which is designed to defeat U.W.U.A. (CIO)** in the forthcoming systemwide election for employees of PG&E Company.

A condensed resume of accomplishments so far in the local's activities was presented, which included: (1) Membership drive on clericals, Gen. Const. Dept. and physical workers of PG&E; (2) Steps taken to negotiate an increased per diem subsistence allowance for General Const. Dept. members; (3) Moves in the negotiation of changes in the contract of physical employees of the utility company, including job definition and classification changes for the "orange book"; (4) A new clerical contract; (5) Negotiation for a general cost of living increase permissible under new Government Regulation 8 with PG&E.

The executive board approved all steps taken and also plans for

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## PG&E Replies on Wage Increase

Harold F. Carr, personnel manager of PG&E, replied on Sept. 18 to the Local 1245 letter of Aug. 24 requesting that management of the utility sit down with representatives of your union and negotiate a further general wage increase which is permissible under Wage Stabilization Board Directive No. 8.

His reply states: "This subject is being given consideration. You will be notified of our position as soon as possible."

W. A. Smith, acting business manager of Local 1245, is keeping in close contact with this important proposal.

## New Proposals Ready for Table

The preliminaries—conferences, board and committee meetings, etc.—were just about completed this week on the much needed new lines of progression, job definitions and working conditions, and with one exception have been laid before the Company for collective bargaining.

In and ready for the bargaining table were proposals on behalf of the steam, gas supply and transmission, electric, water, gas and clerical departments.

### FIRST TIME

The presentation of the desired contract changes affecting these departments will mark the first time in the history of P. G. & E. negotiations that such proposals have been undertaken on a departmental basis.

The proposals will vary from department to department. It is believed that they closely reflect the needs and objectives of the workers in each category. Every effort was made to get the participation and interest of all employees in the formulation of the new working rules and conditions. The success of this effort may be measured by the great number of changes to be sought, and the number of new proposals that were adopted by the committees and written up.

### TAKE HOME AIDED

With such things as premium pay for shift work, travel time, clearer job definitions, better definitions of lines of progression, sharper definitions of seniority rights, and the extension of time on allowances included in the new proposals, it was pointed out that not only will working conditions be greatly improved throughout the system when the new proposals are negotiated, but a substantial number of P. G. & E. employees will find their take home pay increased.

Working on the various committees were:

Ray Pembroke, Sacramento; G. J. Kerker, Santa Rosa; Leo M. Gil-

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# Clerical Employees Show Steady Gains, IBEW Survey Shows

A check of the record shows that clerical workers represented by IBEW Local 1245 in the five valley divisions have made steady gains since 1944 in all categories. Though these gains will compare favorably with any secured for California utility clerical workers during the survey period by other bargaining representatives, it is clear that rates in all categories would be even higher today were it not for the existence of dual bargaining during most of the six years covered by the study. (Results of the study are listed below.)

However, study of the survey will show that despite the handicap of dual clerical bargaining by the UWUA, which has represented Clerical in several divisions, Local 1245 IBEW has been able to make considerable progress on both salary improvement and working and security provisions.

Local 1245's strength at the bargaining table has increased in direct ratio to its membership on the system, and this strength, now greater than ever after the 2½ to 1 victory over the UWUA after the NLRB elections for the physical forces last year, will be thrown fully behind Clerical demands in negotiations with the company.

It follows that complete elimination of the UWUA and its small clerical representation from the

system will materially advance the bargaining cause of the clerical employees.

The chart below shows that from Jan. 11, 1944 to April 1, 1951, date of the latest increase, pay boosts ranged from 67 per cent for men to 88 per cent for women. The better increase for women shows that constant progress was made in elimination of the sex differential.

For machine operators, gains for men ranged from 90 per cent during the seven-year period between first and latest contracts, and the gains for women in the same classification hit as high as 100 per cent. In the case of women typists, the gain was 170 per cent. For stenographers it ranged from 100 per cent for Steno D to 92 per cent for Steno A.

These gains were negotiated by Local 1245 for all clerical workers covered under its jurisdiction, both those who were members and those who were not. The time and effort put into negotiating the above gains was paid for by those clerical employees who were members of Local 1245 IBEW, together with the dues-paying physical force workers. It should be apparent that those clerical employees who have sat back and taken the gains while fellow workers were paying the freight should apply for membership and become regular dues-paying members.

Membership in the IBEW is a sound investment that pays off in better salaries and a sound economic future. Your vote for Local 1245 IBEW in the coming system-wide elections will aid in eliminating past dual bargaining on your behalf, put the entire weight of the physical forces' bargaining power at your disposal, plus the added aid of an international union with resources contributed by 500,000 members.

Here's the record:

	Present Scale	Men in 1944	Gain for Men	Women in 1944	Gain
A	86.79	52.00	34.79	46.20	40.09
B	80.29	47.35	32.94	41.60	38.69
C	75.40	43.90	31.50	38.15	37.25
D	68.96	39.30	29.66	34.65	34.31
E	62.45	34.65	27.80	31.20	31.25

Stenographers (Women)			Typists (Women)			
	Present Scale	Scale 1944	Gain	Present Scale	Scale 1944	Gain
A	80.29	41.60	38.69	68.96	34.65	34.31
B	75.40	38.15	37.25	62.45	24.30	38.15
C	68.96	34.65	34.31			
D	62.45	31.25	31.25			

Machine Operators					
	Present Scale	Men in 1944	Gain for Men	Women in 1944	Gain
A	75.40	42.75	32.65	38.15	37.25
B	68.96	38.15	30.81	34.65	34.31
C	62.45	34.65	27.80	31.20	31.25

## CLERICAL CONTRACT NOW IN PROCESS

After numerous meetings, proposals for additions to the Clerical Agreement have been coordinated by the various committees and approved by the clerical employees themselves in the various divisions, and a draft is now in the hands of the company for negotiations.

The proposals will include sections dealing with improved job bidding procedures, clarification of seniority rules augmented by a job progression chart, and an appendix establishing progressive wage scales.

Every effort was made by the chairman and committeemen to get the full participation of the clerical employees in formulating and drafting the new proposals. It is the feeling of all concerned that this objective was carried out, and the response of the clerical employees in all divisions to the proposals has been enthusiastic.

For additional information on the proposals and progress made in negotiations, clerical employees are advised to contact the following committeemen:

Mr. A. Kaznowski, Shasta; Bros. Amos Leonard, Sacramento; Al Schoof, Colgate; Russell Blewett, Drum; Richard Prothero, Humboldt; George Pappani, Coast Valleys; or Elmer Bushby, chairman, who is from the Colgate Division.

Bros. Al Kasnowski and Harry Wrinkle have recently been added to the Local 1245 IBEW staff as full-time organizers for clerical employees, and will work in all clerical divisions, assisted by 11 other full-time representatives.

## New Proposals Ready for Table

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leran, Sacramento; H. Hayden, San Francisco; Glen Mosier, Fresno; W. J. White, Auburn, and Paul A. Zimmerman, Oakland, handled the definitions for electric line overhead, underground, substations and electric meter departments.

Kenneth R. Groff, Hayward, for the meter readers and collectors;

## Who Gains?

Who stands to gain if another NLRB election is ordered on the PG&E system?

Local 1245, IBEW, is confident that if a full-dress campaign is mandatory and it is necessary to devote a large measure of Local 1245's facilities to an organizational effort, the election returns will see the UWUA's tiny island of representation completely wiped from the system.

Local 1245 welcomes an election challenge for that reason.

However, if the NLRB qualifies the UWUA petition for a collective bargaining election, or orders an election, what happens to negotiations now in progress for wage raises, job classifications, and improved working conditions? During the long-drawn-out NLRB hearings in 1949 when the IBEW represented approximately 7,000 PG&E employees in the outlying divisions and the UWUA was the official bargaining agent for about 5,000 in the four Bay divisions, bargaining for wages was suspended. Bargaining was not possible until the IBEW was certified for all of the physical forces after the election returns had been counted in February 1950.

With the UWUA now gambling its 300-member clerical setup in a now-or-never toss of the dice to try to capture the physical forces in an NLRB election, the PG&E employees will be the losers in this UWUA poker game no matter which union wins a majority vote.

For in an all-out election campaign, every official and every good union man right down the line must take time off from the transaction of normal union business to fight for his cause.

After the resounding defeat suffered by the UWUA in the last campaign, the IBEW not only had the debris left by UWUA to clean up, but hundreds of grievances left unsettled, deals with the company to unscramble, plus the big job of building a strong, one-union organization across the system. In addition, the big job of organizing committees to bring in cross-section sentiment on job definitions, changes in working conditions, etc. All of these projects were necessary because the UWUA had not done the job right when it was on the system.

Charles Jahrling, San Anselmo, for the warehousemen; C. C. Sorenson, Fresno, for the garage employees; John McCain, Hollister, and Darrell Champlin, Kettleman, for gas supply and control; F. F. Crowley, San Francisco, Gordon L. Strazzo, Sacramento, and Ellis Elliott, Oakland, for the gas department men.

Writing up definitions for water collection men were Everett Rypinski of El Dorado, and George

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### 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.....Frank Cook  
Financial Secy.....Gene E. Ripperdan  
Bus. Mgr.....W. A. Smith, Acting

#### EXECUTIVE BOARD

Colgate.....Don Simmons  
Gen. Const.....To be appointed  
Shasta.....Al Kasnowski  
Stockton.....Frank D. Gilleran  
DeSaba.....D. D. Raker  
San Joaquin.....Gene E. Ripperdan  
Coast Valleys.....C. C. Shepherd  
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

# Clues From the Newscaster

## Newscaster said:

Los Angeles, Sept. 4, 1951—CIO Utility Workers announced today it had concluded an Amendatory Wage Agreement with Southern California Gas Company for a 3 per cent general wage increase.

\* \* \*

## Pardon Us, but—

San Francisco, Jan. 1, 1951—IBEW Local 1245 on this date got a 1 per cent increase. This was in addition to the 3 per cent increase won at the time the existing contract was signed in September, 1950.

San Francisco, April 1, 1951—Despite the existence of a contract with PG&E that did not expire until September, 1951, Local 1245 Acting Bus. Mgr. Smith negotiated for PG&E workers a wage raise of 5.8 per cent effective as of this date.

The precedent thus established for interim increases was cited by CIO Utility Workers at Southern California Gas who managed to amend their contract for a 3 per cent increase.

San Francisco, August 24, 1951—Taking note of an increase in the Labor Department's Cost of Living Index, Local 1245's Acting Bus. Mgr. Smith moved again, asking in a letter to management for the maximum increase permissible under the latest Wage Stabilization formula.

## Newscaster Asked—

What is our position in PG&E? . . . The IBEW by virtue of a deal between Bus. Mgr. Smith and the . . . personnel department tied up the wages of PG&E employees until March 31, 1952 . . .

\* \* \*

## Pardon Us, but—

Just how tight is this deal? The raises listed above obtained after this so-called deal were consummated speak for themselves.

Incidentally, this "deal" represents the same kind of a "deal" under which the Southern California Gas contract was "amended" by the UWUA-CIO.

## Newscaster Advises: ACTIVITY FOR THE INDIVIDUAL EMPLOYEE

There is something you . . . can do and the CIO Utility Workers hereby undertakes to help you do it. First, you can sign and send in the attached card immediately. Second, you can vote for the UWUA in the forthcoming election.

\* \* \*

## Pardon Us, but—

There is a story elsewhere in this issue on the cards. Be sure and read it.

After you read it, decide whether your interest is best served by a disruptive minority bent on forcing its way into the driver's seat, or by the more democratic way of committees, full-membership participation, and majority rule—the IBEW way.

## Newscaster Says: EQUALITY OF SACRIFICE

Under this heading the paper says that the PG&E employee is willing to make his sacrifice, but should sacrifice no more than the workers on other utility systems, in these trying times.

\* \* \*

## Pardon Us, but—

We agree. However, we resent the implication that anyone is being asked to forego anything. Preliminary negotiations for another wage raise were begun several weeks ago and are proceeding.

As for Equality of Sacrifice, under the Wage Stabilization Board there is a ceiling to what any union can get in wages during the present emergency.

But if the UWUA would give up its PG&E ghost and go home to Consolidated Edison, we could all give better service with the manpower available. That would be real Equality of Sacrifice.

## SECURITY?

March ahead to security with the IBEW.

# WHO TWISTED UWUA'S ARM?

Nowadays most everyone is familiar with the old Hitler propaganda tactic of pointing on accusing finger at his enemies, making preposterous charges to cover up the fact that he was doing to the enemy exactly what he was accusing the enemy of doing to him.

The UWUA seems to have found the Hitler tactic useful in covering up some of its most recent blunders. It probably won't be any more successful than Hitler was in keeping the truth suppressed.

At the present time, with the country in a state of national emergency, about the only thing it can latch on to sell prospective members is that it might do a better job than the IBEW in securing wage raises allowable under various orders of the Wage Stabilization Board.

In all of its history on the P. G. & E. the UWUA never got its members anything in the line of wages that the IBEW did not negotiate first.

The UWUA would like to be the tail on P. G. & E. that wagged the dog but it has never been capable of that either.

Like Al Smith used to say, let's look at the record—the most recent record:

On March 12, 1951, IBEW Local 1245, through Acting Business Manager W. A. Smith, reached an agreement with the Company for a wage increase of 5.8% covering workers in the physical forces. The agreement was to run for approximately one year, a period which is usually considered a minimum for any contract affecting wage rates.

Though there is nothing in that contract that would prevent your Local from asking for additional wage raises, should they be authorized by the Stabilization Board, the UWUA began to beat its gums to the effect that the Union had sold the workers short. This was

in the above-named divisions.

General Construction men are urged to watch their bulletin boards for special meetings now in the offing to formulate final proposals for improved working and seniority provisions, better job definitions, etc.

Meanwhile, Local 1245 has demanded speedy action from management on the request to increase the per diem allowance for board and room. Your union is seeking \$4.50 and removal of the time limit instead of the company offer of \$3.50 for five days which at the present is 180 days. The union will stay with this one until an agreement is obtained.

**Do not use rumors or opinions of individuals as evidence. If in doubt on an interpretation consult your business representative.**

done despite the fact that the 5.8% raise was won in the face of an existing contract that had several months yet to run.

As a condition to that raise the Company asked Local 1245's Business Manager to accept until March, 1952, the Company's existing Retirement Plan. Since the Union was working on a pension plan acceptable to all of its members, and since a postponement of pension talks would permit the Company to get its financial skirts ready for a broader pension plan by 1952, and since the P. G. & E. employees, long victimized from the presence of dual bargaining on the system, needed better wages more than they needed better pensions, IBEW's Business Manager W. A. Smith agreed to this condition.

It was also agreed that a charge against the Company lodged with the NLRB should be withdrawn.

An agreement covering the above points was signed on March 12, 1951.

The UWUA had three days to study the agreement signed for IBEW Local 1245.

On March 15, Harold Doyle signed for the UWUA an agreement identical as to wage increases, identical as to the expiration date of the IBEW agreement.

Now we would like to know why the UWUA, which has criticized our extension of the contract, should agree to an identical extension.

The UWUA will probably say that it had to sign such an identical agreement to get its wage raise. Well, we are fond of pointing out that the UWUA rides IBEW's coat-tails, in that respect.

Also, we would like to know why the UWUA accepted some other conditions which the IBEW did not accept.

For example, the UWUA agreed to continue its contract covering working conditions for clerical workers until March 31, 1952. Why?

The IBEW is now in negotiations for new lines of progression, seniority, travel time, and job classifications that will, when accepted, improve working conditions as well as pay checks.

However, that is not all the UWUA gave away in its agreement. As a condition to getting the 5.8% raise it also agreed to postpone demands for hospitalization, medical, pension and other insurance and disability benefits until March 31, 1952. Again—why?

The IBEW accepted no such conditions.

It appears to us that the UWUA has negotiated away most of its thunder.

Facsimiles of the two agreements will be run in Utility Facts at an early date.

# New Deal in Making For G. Construction

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construction crews are on the move over the system, they can now get service in every nook and cranny of Local 1245's far-flung jurisdiction.

These reps are Brothers J. R. Kelly, Sacramento and Drum counties; Donald Hoebel, Colgate and

De Sabla; L. L. Mitchell, Shasta and Humboldt; Ronald Weakley, North Bay; Ed Hanlon, San Francisco; Al Hansen, East Bay; A. S. Ford, Stockton; E. B. White, San Joaquin; M. A. Walters, San Jose and coast valleys; and J. E. Gibbs, San Jose Gas.

Stewards may contact these men

## REPORTS FROM THE FIELD

### Report from Sierra

Through the efforts of alert and well-informed stewards and grievance committeemen, grievances have been kept to a minimum by the prompt settlement of differences on the job.

Using the contract and job description manual as a guide, these men have recently been able to prove the justification of several new classifications.

Al Krull, steward at Marysville, faced a situation in the garage where almost every member was working out of classification. Through his efforts and the support of the I.B.E.W., three new classifications have been placed in the garage.

Through the efforts of George Latshaw, steward, Water Collection Department, De Sabla Division, that department has been entirely revamped. The abuse of the use of casual employees has been eliminated and six higher classifications have been posted.

The constant policing of the agreement under the new 1245 policy has flushed out many violations of the agreement, in one case giving a General Construction worker a check for \$465.00 for heretofore unallowed expenses which he was entitled to.

Job description negotiations have been completed in all departments of the Sierra-Pacific contract. These have been printed in an attractive booklet and each member has a copy.

### North Bay News

Local 1245 now has 24 active stewards in the Division. The work of our stewards, grievance men and unit officers is resulting in improvements on the job as well as building a real organization in North Bay.

We can report, on the record, that when any employee has a problem which Local 1245 can hear about and take up, we will do so. We have repeatedly stated that, as the legal bargaining agent, we will take up all legitimate beefs for ALL employees, member or not. Of course, when an employee is a member he has ready access to our machinery and, naturally, we hear of and take up his beef upon notice.

One case is that of Les Carr, Substation Operator, Cordelia. Carr bid on a Senior Service Operator's job at Napa. The splinter C.I.O. group predicted 1—Carr would not get the job, and 2—I.B.E.W. would do nothing for him. (Carr was secretary of the C.I.O. group.) I.B.E.W. did go to bat for Carr and Carr did get the job award.

One basic thing that the splinter boys do not tell you about when

they tried to get you to sign a "pledge card" for another election is that should enough cards be signed and C.I.O. did maneuver onto the ballot, **no negotiations** would be possible for improvements for probably a year. This means that C.I.O. would block our many current negotiations, and here's the hot one. C.I.O. has asked for pledges and an election to "negotiate" a better setup. C.I.O. could not begin to negotiate because P. G. & E. would **refuse to bargain with any Union** until the question of dispute was settled. So much for that bunk.

Incidentally, have you seen a copy of the C.I.O. settlement on wages which was dragged in after our successful opening of our wage contract? They should put it in print to show you how their action stacks up against their windy promises.

Board Member Sturges reports that our outlying areas are showing the way to our larger areas in getting 100% union sign-up in Local 1245.

Let's all get together for our Division-wide meeting in Santa Rosa. Details contained in special bulletin. "Refreshments" will be served.

The General Construction boys now working in North Bay are cordially invited to attend and get the low-down on their present negotiations.

### On Grievances

A girl in the Chico office in the clerical group was given notice of pending dismissal (two weeks notice). As a result of investigations, the Union found evidence of what appeared to be personal dislike by one of the supervisors of the clericals at Chico as the prime reason of her dismissal. As a result of a conference between the division manager and the supervisor involved and the Union representative, the two weeks notice of dismissal was cancelled and it was thought by many people that the supervisor in this case was further talked to in privacy by top management. P.S.—The girl developed into a very good employee. (Girl's name was Miss Dalrymple.)

\* \* \*

A young G.I., just after being mustered out of service after World War II, took a physical examination prior to going to work for P. G. & E. Company. Doctor passed him as fit for service. After working about five months for P. G. & E. he was told that he would be laid off prior to his six months service period due to war incurred injuries to his legs and a knee. He had been doing excellent work,

## We Love That Newscaster

Throughout the year-long campaign begun late in 1948 in the four Bay divisions of PG&E to put one bargaining organization—the IBEW—over the entire system, the UWUA's Newscaster was very helpful to the IBEW cause. For the Newscaster, by reflecting the bias, insincerity and deceit of the UWUA officials, was ultimately responsible for assisting the IBEW in showing up the UWUA for what it was during the campaign, and what it still is: an organization devoted primarily to the welfare and perpetuation in office of an heirarchy that has made collaboration pay off at its principal company union stronghold in the U. S., or anywhere—New York Consolidated Edison.

The successful conclusion of the IBEW campaign to give the PG&E physical forces one IBEW bargaining agent is now more than a year old. Since the system-wide NLRB elections in February 1950, the UWUA has managed to keep its hopes for a new life on the PG&E system because it happens to represent a category of workers who were not included in the

according to his foreman, but district management ruled he must go. This occurred in 1946. His case was taken to grievance procedure and he received a "clean bill of health" after several meetings, and is on the job today and a valued employee.

### Stewards, Attention!

Stewards, all 370 of them, who stretch from one end of the far-flung P. G. & E. system to the other, will have their job of keeping members paid up and in the fold made easier by use of the check-off authorization which is good for one year, or if he or she no longer desires to have the dues withheld from the monthly paycheck.

These check-off cards serve a dual purpose for the member. It keeps the member paid up at all times and is a permanent record. For the steward, it eliminates the job of checking and record-keeping to see if members are paid up and also the handling of money and the writing of receipts.

Show your members, stewards, just how easy it is to handle the dues problem by the check-off card method. Of course, all union dues are fully deductible from income tax. You can get a supply of check-off authorizations by seeing your business representative or by dropping a note or penny post card to Local 1245, I.B.E.W., Room 210, 450 Harrison St., San Francisco 5, California.

The use of check-off cards saves 80% of the work in the office.

original NLRB system-wide election order—the clerical workers.

On the shoestring of 300 UWUA clerical members out of a possible 1,000, the UWUA has been hoping to force another system-wide election.

On the premise that it will succeed, the UWUA has revived the old Newscaster. It hasn't changed. It still seeks to sow the seeds of distrust through subtle misinformation and plain mistruths.

Lead item of the latest Newscaster Program Bulletin No. 2 headlines under a Los Angeles dateline a story about a 3 per cent increase won at Southern California Gas Co. "The new increase was made possible," the story says, "by Government changes in Wage Stabilization Regulation 8 on August 23, 1951, and is retroactive to August 26, 1951."

The Newscaster did not point out that this increase was negotiated despite the fact that a one-year contract providing for different wage rates was then in effect.

But it did ask: "What is our position in PG&E? As you know, the IBEW-AFL, by virtue of a deal between IBEW Acting Business Manager Smith and the PG&E Personnel Dept., tied up wages of PG&E employees until March 31, 1952," etc. and etc.

The existing PG&E contract is no more binding as to wages than the UWUA contract with Southern California Gas Co. The provisions in both cases are practically identical.

In fact, the precedent for the Southern California Gas raise was set right here on PG&E, where the IBEW negotiated a raise of 5.8 per cent; where negotiations have been begun for additional increases, despite a March 31, 1952 termination date in the existing contract.

In fact, throughout its jurisdiction the IBEW has made it a policy to negotiate for wage boosts to meet unforeseen changes in the cost of living, or because of increased productivity, despite the existence of long-term contracts.

We are sorry that the UWUA has seen fit to disregard the representation mandate of the physical forces and now seeks to throw the system into a non-bargaining void while it tries the effectiveness of its propaganda.

However, IBEW members and their officers welcome the opportunity to eliminate, through an NLRB election, whatever untoward effect the impotent UWUA representation of clerical workers may have on the over-all PG&E bargaining picture.

And we are happy that UWUA officials are willing to put into print the so-easy-to-refute lies and half-truths of the Newscaster.

We love that Newscaster.

## Estimators Could Gain Thru Union

After more than a year without any union representation, a number of P. G. & E. Estimators have been seeking out Local 1245 reps to sound them out on the possibilities of again being covered by some kind of contract with the Company.

The Estimators, who are part of the gas and electric engineering departments of P. G. & E., voted themselves out of the bargaining unit when the NLRB election was held early in 1950, feeling that as professional people they had more to gain through non-affiliation than with a union group.

However, since the election, many of them found that their conditions and economic situations have suffered with loss of group bargaining rights. Some of them have decided that the answer to their present problems may lie in membership in a professional men's organization. The NLRB was petitioned for the right to join such a group. Subsequently this petition was withdrawn.

Others feel that the objectives sought through the NLRB could better be accomplished through formation of an "Estimators and Associates" unit in Local 1245. Such a plan could easily and quickly come to fruition if those who have advanced it will work on it.

If 30% of these people will sign IBEW pledge cards, Local 1245 would immediately petition the NLRB for the right to represent them as a group in collective bargaining with the Company.

It goes without saying that the same service would be available to this group as is available now to the vast majority of P. G. & E. employees. And as fellow members, the same weight of numbers that works for other classifications now in the bargaining unit would be working for the Estimators. This group, or unit, might well include ratings right up to that of senior estimator.

The Estimators, since leaving the bargaining unit, have found conditions varying for them around the system. Some Divisions pay for their lunches when out of town, some do not. There are many instances of favoritism, and numerous other reported inequalities.

Under Local 1245's new streamlined setup, straightening such matters out amicably, to the advantage of all concerned, is now a well tried and proven procedure.

Those wanting pledge cards may obtain them by calling SUTter 1-0082; or writing to the Local 1245, I.B.E.W., Room 210, 450 Harrison street, San Francisco 5, California, or contacting any represen-

## IBEW Fights Effort To Whittle Down Bargaining Unit

National Labor Relations Board hearings in San Francisco on the UWUA petition for another system-wide election little more than a year after the UWUA's resounding 2½ to 1 defeat in the physical forces has made it possible for the Company to ask for the exclusion of several classifications from the benefits of collective bargaining. The latter stages of the hearing were given to IBEW efforts to present evidence aiding employees in most of these classifications that they were entitled to continued union benefits and protection.

The hearings began on August 28 and ran through August 31, at which time the IBEW asked for and obtained an adjournment so that additional evidence in support of these employees could be gathered and presented. Hearing resumed September 12.

Another hearing on September 24 should see the buttoning up of all pending cases. These are:

1. Watch engineers. The Company wants these employees removed from collective bargaining on the ground that they are shift foremen. The NLRB once ruled against this contention. At the hearing of the 24th, watch engineers will be on hand to testify as to their duties, and their desire to stay under the protective wing of the IBEW.

Hearing on August 28 to 31 were on collectors and meter readers. The Company has asked that these employees be removed from the physical unit and transferred to the clerical unit. The NLRB had also previously ruled against this. Evidence was presented by the IBEW to show that this ruling should again be affirmed.

2. A Company proposal that all employees in the Division Personnel Departments be excluded. It was asked that each Division Manager's private secretary (there are 13 involved), District Managers' secretaries (there are 38 of them), and Department Heads' secretaries (there are 26), and all head payroll clerks be excluded.

The IBEW and CIO did concede that it was possible that some of the mentioned personnel doing work of a confidential nature might not belong in the bargaining unit, and a stipulation was entered into by IBEW, the CIO and Company re same. Stipulation covers a reopening of case if any employees above mentioned are

tative handling P. G. & E. Divisions, as mentioned in Utility Facts elsewhere.

## BARGAINING BY REMOTE CONTROL IS LATEST SCHEME OF UWUA-CIO

Ordinarily we like to conduct a membership campaign by telling our listeners and readers what Local 1245, Intl. Brotherhood of Electrical Workers (AFL) can do to better the lot of physical and clerical employees of Pacific Gas & Electric Co. However, when the UWUA-CIO opposition schemes to usurp collective bargaining with a penny postcard gimmick, IBEW just can't let it go unchallenged.

In its latest batch of propaganda, UWUA proposes that the employees themselves bargain individually with PG&E for an increase of 3 per cent allowable in the most recent ruling of the U.S. Wage Stabilization Board, called "Regulation 8."

To accomplish this the CIO "splinter group" has been passing out literature to each piece of which a penny postcard is attached. It tells the worker to apply for the increase himself, and the penny postcard winds up with this paragraph:

"I am an employee of Pacific Gas and Electric Company and I am requesting management of PG&E to grant this increase immediately to offset (in part) the high cost of living.

Full Name (sign)"

After a whirlwind campaign on a system-wide basis by UWUA in behalf of these cards, some found

shown in a classification not considered confidential. Confidential employees are excluded by law.

It also seemed evident that the Company was backing the move made by John D. Willet on behalf of the dispatchers for decertification. The dispatchers had their own attorney present to represent them. The Company brought in all the witnesses.

A full and detailed report on the hearings was being prepared for the Local 1245 executive board. Further details on the September 24 Board hearing will be carried in the next issue of Utility Facts.

**Although individuals may present grievances to management, by law they cannot negotiate them when an exclusive bargaining agency exists. A union representative (steward) is always entitled to be present at each stage of grievance procedure to negotiate his views on the subject. This is so there will be no under-cutting or side-stepping of the agreement.**

their way to the Personnel Dept. of PG&E as this was written. PG&E employees are now asking these questions:

Is UWUA using the penny postcard gimmick without advising the signers that they are sticking their necks into the PG&E window a mile and that their names will probably be kept on a permanent file by the PG&E Personnel Dept.?

Is UWUA, on the basis of a few hundred clerical workers in the Bay Area, trying to stretch out the bargaining right it has for a limited number of clericals to include 12,000 clerical and physical employees certified to IBEW's Local 1245?

Is UWUA simply a party to a propaganda stunt, devised so that when negotiations already begun by Local 1245 on August 23rd are concluded, UWUA can say, "We got it through our penny postals"?

If UWUA won the pending election, would the CIO union bargain with PG&E with penny postcards? Is it then, in effect, a penny postcard union?

Now Local 1245, IBEW, looks upon its right to bargain for PG&E employees as a great responsibility, a great trust. Local 1245 believes that one of the primary purposes of collective bargaining through a union is to take the individual off the spot, not to put him on one.

Under regular procedures of collective bargaining through a union, as set forth in the Taft-Hartley Act under Sec. 8 (a) and 8 (b) (2), it states:

"Restraining or coercing employees to join or not to join a union is illegal. The employer must not oppose organization by resorting to discrimination as to hire, tenure, or conditions of employment."

And it is likewise unlawful for an employer to refuse to bargain collectively with representatives of his employees (Section 8 (a) (5), subject to the provisions of Section 9 (a).

Thus, if employees of a company like PG&E bargain collectively through a certified union, then they are protected by national law. Under the postcard union system, no such protection exists.

If you want an honest, capable union, you will vote IBEW. Drop us a line at 450 Harrison St., San Francisco, Calif., Room 210, if you like the open and above-board type of union we offer. We'll be glad to arrange to hold an open meeting to tell you how Local 1245 can help you build job, wage, and pension security insurance for the future!

## What Strong Affiliation Means— \$400,000 Put Into Organizing PG&E

Local 1245 officers this week revealed that more than \$400,000 had been contributed by the International Office of the IBEW toward giving P. G. & E. workers a democratic, effective, system-wide bargaining agent.

That huge sum went for the past organizational work of old Local Union No. 1245 in the outlying divisions and for the legal defense of IBEW members sued by the old UWUA; legal fees involved in protecting P. G. & E. workers from being eliminated by the Company from the bargaining unit, legal expense necessary to protect the UWUA dues monies of IBEW members; expense growing out of many long and protracted NLRB hearings throughout many years; salaries of IBEW representatives assigned to past campaigns — the ONE Organization campaign that finally eliminated the CIO from the four Bay Area divisions; and for expense incidental to organizing.

The revelation has a special significance for P. G. & E. employees in the face of rumors currently being circulated by the UWUA throughout the system that International officers now assisting Local 1245 are "dictators".

(Continued from Page 1)

**mulated for future action.** In addition, the financial condition of the local was reviewed and found to be in excellent shape. Comment was favorable on the increased efficiency of the Local 1245 office. Amalgamation of Local 50, covering line workers hired by private contractors, has been accomplished and 350 to 400 members now belong to Local 1245.

Attending the board meeting were **C. D. Sorenson**, president; **E. B. Hastings**, vice president; **L. G. Glasson**, recording secretary; **G. E. Ripperdan**, financial secretary; **C. C. Shepherd**, **D. F. Simmons**, **D. D. Raker**, **W. J. White**, **Alex Purmal** (new executive member from General Const.), **H. A. Sturges**, **G. L. Strazzo**, **James Gibbs**, **Al Kaznowski** (new executive member from Shasta), **F. D. Gilleran** and **J. W. Cochrane**. Two observers included **A. B. Coatney**, Local 1245 member, from Sierra Pacific Power, and **Glenn A. Larson**, Local 1245 member from Sacramento Municipal Utility District.

**Dan Tracy**, president of the IBEW, representing 500,000 electrical workers, was in San Francisco during the week of Sept. 17 in connection with the A. F. of L. convention.

Those P. G. & E. employees who are interested enough in their own welfare to attend an occasional union meeting, read literature now being circulated relative to conditions on the system, and capable of rationally analyzing what they hear or read will admit that they have never been better served, never had more participation in union affairs, never been in a better bargaining position than today through the IBEW.

The IBEW Reps and the Local 1245 officers are used to the smear tactics of the UWUA-CIO. But

they realize that however unfounded such rumors may be, they must be refuted in the interest of preserving the groundwork that has been laid on the P. G. & E. for the democratic and autonomous conduct of union affairs.

### AID REQUESTED

Old Local 1245 itself requested the assistance of the International in conjunction with old Local 1324, in order to effect the merger of both former locals into new Local 1245. The IBEW then assigned three "I-O" Reps to carry out this program.

These were their objectives, laid down partly by the IBEW and partly by P. G. & E. members of Local 1245:

(1) Total elimination from the P. G. & E. of the UWUA-CIO obstructionism.

(2) To complete the amalgamation of Local 1324 (which was or-

iginally set up by the four Bay Divisions who were dissatisfied with the UWUA's conduct of their interests) and Local 1245 into one solid organization freed of internal bickering during the process.

(3) To enlarge the number of representatives in the field so as to "service" the grievances of the membership better and to see that the Company lives up to its contract with new Local 1245.

(4) To negotiate a new set of job classifications and working conditions with management.

(5) To defeat the UWUA-CIO in a system-wide election, thus establishing ONE effective bargaining representative for P. G. & E. employees.

(6) To work toward and accomplish a UNION SHOP on P. G. & E. property.

(7) To build a large dues paying membership ultimately capable of

A. Smith, M. G. Snyder and V. L. Breuillot are assigned to the P. G. & E.

### BUILDING

They are doing all they possibly can to help new Local 1245 build a union all hands can be proud of. The service and experience in democratic unionism this trio brings to Local 1245, together with the financial resources the IBEW is able and willing to extend to members and affiliates in need is but one more example of the value of IBEW membership.

When the foregoing objectives have been accomplished to the satisfaction of the membership, the "I-O" Reps will have other important work ready and waiting for them, for the management of unions is only a secondary phase of their work. Their titles, "International Representatives and Organizers", clearly imply that.

Sec. 34.66, P. L. & R.

U. S. POSTAGE

PAID

San Francisco, Calif.  
Permit No. 5700

## New Proposals Ready for Table

(Continued from Page 2)

Latshaw of Paradise. Steam Station definitions were taken care of by G. D. Berry, San Francisco, F. K. Smith, Bakersfield, M. G. Ellison, Eureka, G. S. Farrell, Salinas, and R. F. Michael, Concord.

W. A. Smith, Acting Business Manager, expects to press P. G. & E. officials for an early hearing on the proposals.

**Whenever an employee receives a permanent change of classification, changes address, leaves the employ of company, or is sick over 60 days, notify the Union office immediately so that the records may be changed and kept in proper order.**

supporting the services demanded and needed by P. G. & E. workers.

### PROGRESS MADE

Some of the above objectives have been accomplished. Some are in the process of accomplishment. The UWUA's effort to throw the system into another system-wide election is calculated to either nullify or disrupt all of the above objectives.

Should an election be ordered the UWUA will then attempt to make propaganda from these disruptive tactics.

Knowing the UWUA's lack of sincere consideration for those it is charged with representing, or those it seeks to represent, the IBEW has expected and is prepared for the UWUA onslaught. That is precisely why the International Office has acceded to both former locals' request for assistance—why International Reps W.