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 outside 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 and the California-Nevada Line Construction 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:
   a. Ten Local 1245 business representatives now in the field, who will be available for servicing general construction members.
   b. 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.
   c. 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.
   d. 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 Workers' 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

(Continued on Page 3)

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.

A condensed resume of accomplishments so far in the local's activities was presented, which included: (1) Membership drive on clerical, 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 4 with PG&E.

The executive board approved all steps taken and also plans for—

(Continued on Page 6)

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 proposals 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 (Continued on Page 2)
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 2 1/2 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. 1, 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 classifications 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 this dual bargaining system, put the entire weight of the physical forces’ bargaining power at your disposal, plus the added aid of an international unionizing committee and resources contributed by 500,000 members.

Here's the record:

### New Proposals Ready for Table

(Continued from Page 1)

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

Local 1245, IBEW, is confident that if the present 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 show the UWUA's representation completely wiped from the system.

Local 1245 welcomes an election.

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 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 with the 300-man 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 an all-out election campaign, every official and every full-time 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, 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. Sorvand, Fresno, for the warehousemen; John McCain, Hollister, and Darrell Champlin, Kettleman, for gas supply and control; F. F. Crowley, San Francisco; J. T. Srago, Sacramento, and Ellis Elliott, Oakland, for the gas department men.

Writing up definitions for water collection men were Everett Rylands of El Dorado, and George (Continued on Page 6)
**WHO TWISTED UWUA'S ARM?**

Nowadays most everyone is familiar with the old Hitlerian 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 the most recent blunders. Probably not be anyone 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. Under various orders of the Wage Stabilization Board.

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

The IBEW would like to be the tall 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 covering the above-named divisions.

As a condition to that raise 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 checking.

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.

**DECISIONS OFFICIALS LEAVE NO MARGINS FOR ERROR**

Newcaster Advises: **ACTIVITY FOR THE INDIVIDUAL EMPLOYEE**

There is something you can do and the CIO Utility Workers hereby undertake 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**

San Francisco, Jan. 1, 1951 — IBEW Local 1245 has this day 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 general wage increase.

**Pardon Us, but**

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 requested that workers in a letter to management for the maximum increase permissible under the latest Wage Stabilization formula.

**Newcaster Advises**

**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**

San Francisco, August 24, 1951 — This is the view, of course, of the person who is not working for a living. The same kind of a "deal" could have been arranged to save a thing for himself.

**Newcaster 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.

**Newcaster Advises**

**SECURITY?**

March ahead to security with the IBEW.

**New Deal in Making For G Construction**

(Continued from Page 1)

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 committee men, 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.

One of the IBEW stewards, Al Krull, 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 IBEW, three new classifications have been placed in the garage.

The constant policing of the agreement under the new 1245 policy has flushed out many violations of the agreement. During the last year, six new classifications have been posted.

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 election in February 1950, the UWUA has managed to keep its hopes for a new life on the PG&E system alive..."There is that old establishment that has made collaboration pay off at its principal company union stronghold in the U.S., or anywhere—New York Consolidated Edison."

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 clerical at Chico as the prime reason for the issuance of the dismissal notice.

Board Member Sturgis 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 Stewards

Stewards, all 370 of them, who started the ball the end of May, have kept the 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 has been 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 in trying 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, IBEW, Room 210, 450 Harrison St., San Francisco 5, California.

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

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 close to the IBEW campaign director on the UCWA. By reflecting the bias, inesincerity and deceit of the UWUA officials, was ultimately responsible for assisting the IBEW in laying up the UWUA for what it was doing during the campaign. As you know, it still seeks to sow the seeds of disharmony in PG&E, through misinformation and plain misstatements.

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 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, acting on behalf 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.

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 a few months before when the IBEW negotiated a raise of 5.8% per cent; where negotiations have been begun for additional increases, despite a March 31, 1952 expiration date in the existing contract.

In fact, throughout its jurisdiction the IBEW has made it a policy to negotiate for wage boas 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 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 untruthful and unfair effect the impotent UWUA representation of clerical workers may have had on this important fair 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, upon discovering the answer to their present problems may lie in membership in a professional men's organization. The NLRB was petitioned from time to time 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 four 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 representa-

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 2 2/3 to 1 defeat in the physical forces has made it possible for the Company to ask for the exclusion of about 2,000 clerical employees in the gas and electric engineering departments of again being covered by a membership campaign by telling our listeners and readers what Local 1245, Intl. Brotherhood of Electrical Workers (AFI) can do to better the lot of physical and clerical employees of Pacific Gas & Electric Co. However, when the UWUA-CIO opposition schemed 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 PGE for an increase of 3 per cent allowable in the most recent ruling of the U.S. Tariff Stabilization Board, called "Regulation 8." To accomplish this the CIO "sampler 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 the paragraph:

"I am an employee of Pacific Gas and Electric Company and I propose that the Company grant this increase individually with 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 con-

Considered confidential. Confidential employees are excluded by law. It also seemed evident that the CIO was backing the move made by John D. Willet on behalf of the dispatchers for decentralization. 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.

BARGAINING BY REMOTE CONTROL IS LATEST SCHEME OF UWUA-CIO

Ordinarily we like to conduct their way to the Personnel Dept. of PGE as this was written. PGE employees are now asking these questions:

Is UWUA using the penny postcard gimmick without advising the employees that they are sticking their necks into the PG&E window a mile and that their names will probably be kept a permanent record 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, deviously so that when negotiations already begun by Local 1245 on August 33rd are concluded, UWUA can say, "We got it through our penny postals"? If UWUA is relying on this proposition, would the CIO union bargain with PGE with penny postcards? Is it then, in effect, a penny postcard union?

Now Local 1245, IBEW, looks upon the right to bargain for PGE 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, or bargaining with employers without having been designated by the employees as their collective bargaining agent is an unfair labor practice. 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 PGE 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)

...ultinated 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 30, covering line workers hired by private contractors, has been accomplished and 250 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. R. Daker, W. J. White, Alex Purl, L. H. Stewart, James Gibbs, Al Kaznowski (new executive member from Sierra Pacific Power), and Glenn A. Larson, Local 1245 member from Sacramento Municipal Utility District.

Dan Tracy, president of the IBEW, representing 300,000 electrical workers, was in San Francisco during the week of Sept. 17 in connection with the A.F. of L. convention. 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-0" 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 originally set up by the four Bay Divisions who were dissatisfied with the UWUA's conduct of their interests) and Local 1245 into one solid organized 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 former locals' request for 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 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 seeks to represent, the IBEW has expected and is prepared for the UWUA onslaught. That is precisely why the International Office has assisted to both former locals' request for assistance—why International Reps W.

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.