GENERAL CONSTRUCTION STRIKE VOTE NOVEMBER 2

G-C TAKES ACTION IN PER DIEM DISPUTE

After many meetings with PG&E on the question of an increased per diem subsistence and lodging allowance, General Construction members have instructed Your Union to take a firm stand. The result is that a strike ballot has gone out to the more than 1500 members and the ballots will be counted by a special committee on Nov. 2, 1951.

Back in 1946 the company granted general construction workers operating at some distance from home areas an allowance for subsistence and lodging of $2.50 per day or $17.50 per week. Living costs since that time have skyrocketed and in some of the remote areas, meals are triple what they were in 1946. Hotel rates have kept pace.

LIVING COSTS SKYROCKET

This allowance now in effect is limited to 180 days, and G-C members point out that it costs just as much to live after the 180 days as it did before. General construction workers want the time limit removed and $5.00 per week added to the $17.50 now granted, for a total of $22.50 per week.

G-C CONTRACT CANCELLED

PG&E Company was notified on October 16 that the contract covering general construction department workers of the company is being cancelled. The general construction workers can now strike if demands are still ignored by PG&E.

ATTENTION, MEMBERS!

Get a problem? Okay, then bring that problem to your union. That is what your union is for. It’s a fine crutch when things get a little beyond your ability to handle them. Write your grievance down.

(1) Write your grievance down.
(2) Give it to your steward.
(3) He’ll tell you if it is a violation of the contract.
(4) He may be able to straighten things out even if it isn’t a contract violation.
(5) He’ll start the ball rolling immediately.

That’s the way an IBEW union works, and it is working every day successfully for more than a half million members in the United States and Canada.

GIVE FULL SUPPORT TO YOUR BROTHER G-C MEMBERS—BECAUSE THEY ARE RIGHT!

Date Set to Discuss Increase in Wages

Pacific Gas and Electric Company has agreed to sit down with officials of your union on Wednesday, Oct. 31, to discuss a general increase for all employees of the company. A recent ruling by the National Wage Stabilization Board, called Regulation 8, permits workers to receive an increase in pay in accordance with the rise in the cost of living since the time the last increase was granted.

Local 1245, IBEW, gained a 5.8 cent increase, amounting to about $3,500,000, on April 1 of this year under old Regulation 6. Living costs have again mounted and when Regulation 8 came out in August, W. A. Smith, acting business manager of the local, promptly dispatched a letter on Aug. 23 to the company requesting the allowable increase.

COMPANY READY TO TALK

After much of the usual filling and parrying, using the excuse that Harold F. Carr, the personnel manager, was new in his job, the PG&E was finally prodded into setting a date for the meeting. With the company asking for a new electric rate increase due to rising costs and with $16,000,000 already granted in the past 10 months in gas rate increases, PG&E will be putting itself on the spot with the general rate paying public if it refuses to recognize that its employees also have increases to meet. In this case it is increased taxes and everything the worker has to buy.

Under Regulation 8, the cost of living index prepared by the federal government, showing the percentage increase in a particular area, is used in bargaining for more money.
Clericals Show Interest In IBEW Program

Convinced that Your Union is sincere in its aims for clericals, the organizing committee for clericals by Local 1245 is being accepted by office workers of PG&E all over the system. Five divisions, Sacramento, Humblen, Shasta, Colgate and Coast Valleys work under IBEW negotiated contracts with PG&E.

A unit has been organized in Drum and awaits only an election to be certified by the NLRB into the IBEW bargaining unit. Much interest is being shown in the San Joaquin and De Sable divisions and in Stockton, Al Kaznowski, former Shasta division payroll clerk who is on leave for IBEW clerical organizing, has enough signed pledge cards to set up a unit.

S. F. GROUP MEET

In San Francisco, a group of office employees of PG&E made a tour through Local 1245's offices and then attended a very interesting meeting. Aims of Local 1245 were discussed by Harry Winkle, clerk from the Sacramento office, who is on leave for clerical organizing, and the steward system was explained by Paul Smith, business representative who handles General Construction for the union.

POLICIES ARE OUTLINED

W. A. Smith, acting business manager of Local 1245, outlined general union policies to the visitors and the meeting was thrown open for questions and answers. The San Francisco office people asked the kind of questions that only clerks who are really interested would ask.

A meeting is slated for this group again in November and other San Francisco offices, plus East Bay and Central Supply will be invited to attend. North Bay and San Jose will soon come in for more attention in the organizing campaign.

Clericals are, generally speaking, the "forgotten people" in most companies and those who plan to stay with PG&E must work to get ONE UNION on the utility's property so that something constructive can be accomplished in the way of a strong contract.

76 CERIAL CONTRACTS IN U. S.

The fact to note that IBEW has 76 clerical contracts with major power companies and utility districts all over the United States, many of them among the greatest in the gas and electric industries.

Contact the clerk next to you and write in today to Clericals, Room 210, 450 Harrison street, San Francisco 5, Calif., for pledge cards and copies of proposed changes in the IBEW clerical contract with PG&E, which will be negotiated with the company in a matter of weeks.

WORK TO ELIMINATE UWUA!

Units Vote to Back Up G-C

All units of Your Union who have employees receive full copies of the past few weeks voted to back up General Construction members of Local 1245 in its drive for 71 cents per day increase in subsistence and lodging allowance when working outside home areas, as this was written.

PG&E Policy Shortsighted

PG&E employed a shortsighted policy when it refused to grant a per diem increase to 2500 general construction employees in subsistence and lodging allowance. At the hearing before V. Wayne Kenaston, the federal mediator, it was disclosed that the utility company was one of the tightest outfits in California in per diem allowance to its men.

This stand puts the company in an unfavorable light with the public, especially the public that has been asked to pay more for its gas and electricity. Seventy-four contracts covering construction work in California were surveyed and reduced as evidence at the hearing.

74 COMPANIES SURVEYED

There was only one company among the 74 surveyed paying less than PG&E in the while state. Four paid $2 per day, 10 paid $3.50, 13 paid 4 a day, two paid $4.50; 26 paid $5 per day, one paid $5.50, one paid $6.50, 10 paid $6.50, two paid $6.50 and two individual contracts called for $7 and $8, respectively. State and Federal agencies pay from $7.60 to $9 per day. PG&E division employees receive full expenses. General construction has 161 crews working at present.

PG&E WORKERS WARNED TO IGNORE CIO PROMISES!

Pointing to a past record of institutionalizing a split and divided policy, workers in four Bay Area divisions threw out the CIO Utility Workers Union of America in an election nearly two years ago by a vote of 106 to 46. Members who now belong to Local Union 1245, IBEW (AFL) warn PG&E workers not to take its promises and accusations seriously.

MEMBERS WANT GOOD SERVICE

UWUA's lack of service to its members before the 1950 election and rumors of connivance between the CIO union's representatives and the company caused all but a handful of clerical workers to bolt to IBEW at the first opportunity. With the same "alleged leaders" running the show, more of the same can be expected should UWUA win in the forthcoming election (which probably won't take place for at least three months).

PG&E workers are too smart to fall for UWUA's "line", with its promise of "pie in the sky". Your union's members are receiving good service in the field from 12 full-time business representatives. None of the representatives has more than two divisions to service.

EXECUTIVE BOARD RUNS SHOW

Local 1245's executive board is running the show, despite untruths spread in the field on this score by persons who allow themselves to be duped into being tools for the UWUA. At the last meeting of the executive board, plans on every phase of Your Union's activities were written out and presented to the board piece by piece for approval.

SUGGESTIONS WERE INVITED

All executive board members were invited to present suggestions for any desired changes in the plans and all voted to accept the plans submitted. Any organization must have a carefully mapped out schedule of activities to get anywhere. The fact that W. A. Smith, acting business manager, and M. G. Yochem, Local 1245 bus. rep. who has just been completed. These are the tallest bolted towers in the workers being welded affairs. The Macco Corp. has charge of this building program.

Construction workers of Local 1245 probably will do most of the work on the new $80,000,000 transmission switchyard to be built by PG&E at Pittsburg. These men also had a large part in building the massive PG&E steam plant at Antioch, which adds many millions of kilowatts to the PG&E system.

CHECK BEFORE QUITTING

Folsom Dam construction soon will be under way, with a half-dozen major contractors in the picture. If critically short material can be found, Local 1245 men will get a lot of work on this project. Yochem calls attention to the fact that PG&E personnel cannot hope to switch from the utility company into this kind of work at will. The first call on the work goes to the members of the Line Construction Division and a strong 1245 is ready to go on its own, wanted to put everything done or planned down in writing for an acceptance or rejection by the executive board. It is hoped that the International office of the IBEW wants THE MEMBERS TO RUN THE LOCAL.UNITY IS A MUST

If the membership doesn't unite to eliminate CIO's UWUA completely from the PG&E property, then the old "divide and conquer" theme can be maintained. If that happens, wage security, job security and pension benefits must stand aside and wait, hat in hand, while two unions tug at one another. Such a situation can be avoided if the membership that wants to get down to the business of making PG&E working conditions a shining example to the gas and electric industry of what ONE GOOD UNION CAN DO.

Copper-Steel Shortage Slows Line Construction

The acute shortage of copper wire and steel for towers is seriously hampering line construction by private contractors, says Paul Yochem, Local 1245 bus. rep. who handles the affairs of old Local 50, PG&E at Pittsburg. These men also had a large part in building the massive PG&E steam plant at Antioch, which adds many millions of kilowatts to the PG&E system.
That is the case in PG&E, where work for the best interests of all six candidates nominated by the employees of the utility company. These four can be counted upon and file participation on the board. A vote for Porter, Jackson, Madsen and Ridens will insure the association.

When the time for a showdown comes, sides must be taken. The interest of saving a couple of bucks per month, these people have offered one excuse after another why they should delay signing a membership card. Look around at any major industry where top wage and working conditions prevail and you will see that everybody there belongs to a union.

"A" Membership Pays Off

A good many years ago, members of the IBEW asked the International Office to set up a pension plan and death benefit insurance payment plan. This was in the days when most of the members of this union moved from job to job and contractor to contractor, the same as those who wire houses and buildings and build substations and transmission lines do today.

At that time, Local 1245 again was "the villain of the piece." Emblazoned on the cover was the big caption "PG&E Employees Measure Their Losses . . . $2,000,000 in Wages Alone!" Then came two pages of the type of hokum that should qualify the UWUA-CIO and its "steering committee" for a lifetime membership in the famous Burlington Liar's Club.

ONE UNION! MAKE IT IBEW!
G-C Business Changes Win Field Approval

Changes in the manner of handling the business of general construction members of Local 1245 have been favorably received in the field. After little more than 39 days, much ground has been covered and members of this far flung group are receiving really good service through personal contact.

Paul Smith, business representative, assigned full time to general construction members, reveals at the end of the first month that:

(1) All activities have been centralized under one head.
(2) General construction is now administered under a single set up.
   (a) Correspondence from members is processed immediately.
   (b) Dues are handled separately.
   (c) One clerk has been assigned to handle the office work in connection with G-C.

STEWARD SYSTEM IMPROVED

(3) The steward system has been greatly strengthened (there are now 114 stewards) and each steward has received a complete packet so that new members may be quickly signed and that grievances and other questions may be easily recorded and sent in to Paul Smith at 450 Harrison Street, San Francisco, Calif. for immediate processing.

(4) The grievance committee, composed of Alex Puralm, line construction; Steve Tatters (chairman), gas construction; John Kelty of hydro and John W. Michael, stations, handled 29 formal and informal grievances in the last 30 days, settling the majority satisfactorily. More than $5000 in back pay due members was collected from PG&E in settlement of indorsement grievances for the membership posted.

REPORTS FROM THE FIELD

Up in Drum Division the gang at Grass Valley welcomed Bro. Al Friach, who formerly worked in the General Const. Line Dept. Illness in his family prompted Al to seek a job in Drum Div., where he could be at home and lend a helping hand. Best wishes and good luck, Al . . . Drum's clerical unit is champing at the bit, awaiting its chance to vote.

Sacramento Division has a new executive board member in the person of Ray Pembroke, who has been very active as grievance man for the physical workers. Ray succeeds Gordon Struzzo, who was one of the wheel horses of Local 1245's exec. bd. for years. Best wishes to Ray, and thanks to Gordon for a job well done . . . . Bob Glasgow, joint grievance committee member from Placerville, has his El Dorado stewards in fine fettle and the spirit is high in the district . . . . Sacto, Mun. Utility Dist. members are backing Jimmie Hicks, Labor Bulletin editor, who is a candidate for Sacramento's City Council.

ESTIMATORS FEEL PINCH

Estimators who voted themselves out of the bargaining unit nearly two years ago are still feeling the pinch of being unrepresented. True, they are professional men, but they have voted themselves into a spot where they have no voice in anything that goes on. Their gains (if any) will be practically non-existent unless they decide soon to sign up enough pledge cards to get back in the fold via an election.

Joint grievance committee reports show that the 12 full-time representatives in the field are successfully handling a lot of grievances for the membership. There is a business representative in your area, so if you have a problem contact your steward and the ball will start rolling. You are also invited to write your business representative direct at 450 Harrison St., Room 210, San Francisco 5, Calif. if you have any questions on the contract or other matters you think he can help with.

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Save Time and Money With Check-Off Cards

Once again your union's office in San Francisco reminds the membership that you can save your money in office expense by using the payroll deduction check-off card to pay monthly dues. It takes just half as long and half as many clerks to post dues under the check-off system.

MEMBER GAINS ALL WAYS

Under the check-off system:
(1) Member is always paid up in his or her dues.
(2) Requires only a simple posting to your file card.
(3) Receipt gets back to you faster.

Sec. 34.66, P. L. & R.
U. S. POSTAGE
PAID
San Francisco, Calif.
Permit No. 5700

(4) Steward doesn't have to do a lot of guessing when handling money and transmitting it.
(5) Is a permanent record for your income tax. (Union dues are fully deductible from state and federal income tax returns.)

GIVE FULL SUPPORT TO YOUR BROTHER G-C MEMBERS—BECAUSE THEY ARE RIGHT!