Full Autonomy To Be Returned to Local No. 1245

New Set of Officers To Be Elected; Executive Board Meets December 3

Full autonomy will be restored to Local 1245 by the International Office of the International Brotherhood of Electrical Workers. This decision was made known by I-O Representative W. A. Smith who has been heading up Your Union as acting business manager since the International office of the IBEW accepted control of the local early this year in order to effect amalgamation of old locals 1324 and 1245. Officials of the two former locals asked for I-O help and received it.

The job of amalgamation is now finished. Acting promptly, W. A. Smith dispatched the following letter to Eugene B. Hastings, president pro tem, and the Executive Board members announcing the return of Local 1245 to full autonomy. The letter to President Hastings is self explanatory and is printed herewith in entirety as follows:

Nov. 6, 1951

"Eugene F. Hastings,
President Pro Tem, Local 1245,
Concord, California.

Dear Gene:

In accordance with a letter to the Executive Board dated September 18, 1951, outlining the International Office Policy, whereby the I-O wishes to follow through with commitments as stated in the I-O wishes to follow through with commitments as stated in the I-0 Office Policy, whereby the I-O is to return the local autonomy to the membership of Local 1245. Therefore, at the next Executive Board meeting on December 3, 1951, the Board will be requested to fill the office of President of the local, a vacancy created by the resignation of Chester D. Sorenson, and also to appoint a Business Manager. This is in conformity with Article 18, Section 16 of the IBEW constitution.

Those appointed at that time will serve during the interim until the regular elections can be held. The Executive Board will also at that time set dates for the nomination and election of all officers of Local 1245.

Upon the installation of the regularly elected officers, the International office will return the local union autonomy to the membership of Local 1245.

Trusting that this matter will receive your serious consideration, I remain, with all best wishes,

Fraternally yours,
signed

W. A. Smith,
Int. Rep., IBEW

Negotiations On Contract Under Way

The long awaited kick-off in the negotiations on job definitions and lines of progression for Division and General Construction Dept. members, a new Clerical contract, and a new General Construction Contract has taken place and committees will be busy meeting with Pacific Gas and Electric Company during the coming weeks. The PGE Company has shown a willingness to get right down to "brass tacks" and, in initial meetings, praised Your Union for the thought, care and "know how" embodied in its proposals.

GAINS MADE IN STEAM

First up in the proposals was the one for the Steam Technical Dept., which was concluded in one day, on Nov. 14, with gains made for many of the workers in this department on an inequities basis due to added job content. An apprentice instrument repairman's classification was established in this department. "Instrument Men" was changed to Assistant Test Engineer with a top of $84.75 per week. "Assistant Efficiency Engineer" was changed to Test Engineer with a top scale of $99.35 per week.

Further meetings, to be scheduled shortly, will take up steam operation and maintenance and steam heat. The committee included Ronald T. Westley, business representative, chairman; members, Ray Michael and Grant Berry, assisted by I-O Representative M. G. Snyder.

GAS PROPOSALS IN NEGOTIATION

Next up was the Gas Negotiating Committee headed up by Bus. Rep. Mert Walters, with members Claire Haenggi and Ellis Elliott, and Snyder assisting. This committee met with the company on Nov. 15 and

There Are No "B" Members in #1245

There are no longer any "B" members in Local Union 1245. All the members of Your Union are either "A" or "B" members, and as such, have as high a voting privilege as any union in the International Brotherhood of Electrical Workers. The IBEW plans to do away with the "B" membership in all its local unions.

The only difference between an "A" and a "BA" membership is that the "A" member is enrolled in the IBEW death benefit and pension plan. This costs the "A" member $2.90 more per month at the present time than "BA" membership and at death the member's heirs receive a $1,000 death benefit. At age 65, the "A" member at the present time collects $50 per month for the rest of his or her life. As pointed out in a previous issue of "Utility Facts", this plan has been in effect for a great many years, long before company pension plans were heard of and long before there was any Federal Old Age and Survivors Insurance on the law books.

SIMPLY AN ADDITIONAL PLAN

The International Brotherhood of Electrical Workers is in no way attempting to offer its death benefit and pension plan in the place of the pension plan which will be negotiated soon with Pacific Gas and Electric company. It is simply an additional plan, such as private insurance companies sell, but it is much cheaper to belong to this additional plan than to any similar plan insurance companies in the nation can now offer. Private electrical contractors pay a one percent gross payroll contribution each month into the plan to assist in keeping the premium so low. Any member will get more out of the plan than he could possibly pay in even if...
PG&E Offers a Compromise Settlement in Per Diem Dispute

Referendum ballots have been sent out by Local 1245 to all its General Construction Department members asking them to consider an offer made by Pacific Gas & Electric Co. as a basis of settlement. In the meantime, the strike, which could have been called any time after Nov. 19, has been postponed to consider the offer.

VOTE WAS 10 TO 1

Just a month ago, General Construction members of Your Union voted 1448 for and 179 against in a special strike vote to enforce demands for a $5 per week increase in living expenses when working at some distance from home areas. Another point in the demand was the removing of the 180 days limitation that a G-C employee could receive expenses. The company has been paying $17.50 per week with a 180-day limitation since 1947.

Innumerable meetings between the PG&E, Local 1245 G-C members and officials, and Federal Mediator V. Wayne Kenaston, and finally between Union and Company, brought forth a concrete proposal from the utility in order to avert a tie-up of its construction work. PG&E's General Construction Dept. builds electric lines and handles station, steam, hydro and gas construction projects all over the company's system, which operates in 46 out of California's 58 counties.

COMPANY FINALLY BREAKS DOWN

Starting with a flat "NO" in the initial meetings, the final result was a firm offer, which indicates how far the company was induced to come by a determined attitude on the part of the Union's membership. It was the solid action of the General Construction members plus the willingness of the division members to back them all the way, that finally broke the impasse.

Full explanation of the proposal will accompany the referendum ballot to the General Construction membership.

One union on PG&E property can get things done!

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

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

General Construction ATTENTION!

Every General Construction member is asked to vote on the compromise living expense proposal contained in the special referendum vote now being conducted by Your Union. If you have not received your ballot, contact your steward immediately and vote in directly by Local Union 1245, Room 210, 450 Harrison Street, San Francisco 5, Calif. A referendum ballot will be mailed to you immediately.

3 IBEW Members Win in PSEA Vote

Three of the four members of your union who were nominated to the Board of Trustees of the Pacific Service Employees Association won in the voting which was tabulated on November 6. For the first time in history, Local 1245 members were asked to back up their union brothers in a PSEA Board of Trustees election.

Results of placing these three well qualified men, who have been active in PSEA as well as Your Union, on the Board of Trustees will be to insure rank and file participation on the board. These three can be counted upon to work for the best interest of all employees of PG&E and continue PSEA's program of social, recreational, and educational activities in the best tradition of the association.

Thanks to all Local 1245 members who cast their ballots for Dwight Porter of De Sabla Section, Edward Jackson of Drum Section and Verne Madsen of North Bay Section, the successful candidates. Congratulations to these three brothers on their election to this important body.

CLERICAL INTEREST GROWS

Interest is growing in the IBEW clerical program. The Union wants the clericals to desire a place in the bargaining group as much as the Union desires to have them in it. Local 1245 now represents clericals in five valley divisions.

Clericals in PG&E Rallying to IBEW

If the National Labor Relations Board rules that a system-wide clerical election should be held on PG&E property, signs point in favor of making Local 1245, IBEW, the bargaining agent for the clerical people in each of the offices of the utility company. A four-point program is being explained by Your Union to the clerical workers in the unorganized divisions just as fast as the clerical organizers can get into the territory to hold meetings.

HERE ARE CLERICAL AIDS

Once in the IBEW union, clerical members run the show, with lots of help from the executive board, the business manager and the full-time business representatives in the field. Here is the program:

Job Security — When the cost of living goes up, Your Union takes the necessary steps to bring your take-home pay into line.

2. Working Conditions — Makes your place to work as pleasant and possible from a health and consideration standpoint. Includes a job bidding procedure to insure that classification and company seniority rights will be protected in awarding jobs.

3. Job Security — Protects your interests in case of a cutback during peak periods of recession in business. Sets the steps of demotion in cases of layoffs and cutbacks so that you go down in the order you came up. Watches to see that the company gives you credit for your seniority.

4. Pension Security — Work has started on pension plan proposals for a workable plan that will insur your economic security after you are past the retirement age.

ALL SUCH PLANS HINGE ON THE WILLINGNESS OF CLERICAL WORKERS TO DO SOMETHING FOR THEMSELVES. IN THIS CASE, AS A STARTER, IT MEANS VOTING IBEW IN THE FORTHCOMING ELECTION.

Then comes actual joining of Local 1245. Step three is to come out in force at monthly meetings, and give full expression on the floor of you desires in all questions at issue.

Step four is to back up Your Union and its business manager as a means of getting the advances you desire in the four-point program stated above.

TWO NEW UNITS

New units set up include one in San Francisco and one in Fresno. In San Francisco, Al Gonsolin is chairman and Joe Sullivan is the secretary. The F. unit meets once a month to keep up with the latest in the election campaign. In Fresno, Robert Laine is chairman and Lyelle M. R. Wulff is secretary. Meetings will grow in numbers as the campaign gets further along and it looks now as though the election will be held the latter part of February or in March.

Pension Committee To Draft Proposal

After months of looking into pension plans negotiated by unions with industries all over America, the Pension Committee is now ready to begin the work of drafting a pension proposal for the PG&E members of Local 1245. This important issue will be ready for negotiation soon.

COMMITEE NAMED

"Al" Hansen, who is East Bay Division business representative for Local 1245, heads up the committee as chairman. Ron Weakley, business representative for the San Francisco Division, Barry Wrinkle, clerical organizer who comes from the Sacramento Division; Kenny Groff, East Bay Division meter reader; Lester G. Glasson, San Francisco auditor, and Charles Galyean, Richmond Line Department member, have been named on the preliminary draft committee. The committee will be augmented after the ball starts rolling.

Pension plans of nearly one hundred major industries have been inspected and the best ideas will be incorporated into the Local 1245 proposals. The first meeting of the committee is slated for Tuesday evening, Dec. 4, at 450 Harrison Street, San Francisco. Members are invited to send in their ideas for a workable plan.

MEMBERS WILL VOTE ON PLAN

When the proposed plan has been written up in finished form, it will be submitted to the various local units at the regular monthly meetings for discussion. Any changes voted on at these meetings will be incorporated into the proposal which will then be presented to PG&E for negotiation.

Utility Facts will get a boost for the "Reports From the Field" column. Members in Humboldt and Shasta Divisions have appointed committees to "send the dope" to ye editor. How about the rest of the divisions, fellows and gals?
Gas Workers' Story
In Nov. Journal

The Electrical Workers’ Journal, the official organ of the IBEW, is read nationally as the top magazine of any union, has an article in every issue in November that should be “must” reading for every member of Local 1245. The article is about Local 1245’s members who were transferred from the physical to the clerical group. If you aren’t receiving your copy of the Electrical Workers’ Journal, ask your steward to give you a change of address card or drop a line to Mr. W. A. Smith, Acting Business Manager, Local Union 1245, International Brotherhood of Electrical Workers, AFL, 450 Harrison Street, San Francisco, Calif.

Local 1245 members should be very proud of the fact that their local union was selected to be the focal point of this very moving story about a great industry. If you aren’t receiving your copy of the Electrical Workers’ Journal, ask your steward to give you a change of address card or drop a line to Mr. W. A. Smith, Acting Business Manager, Local Union 1245, International Brotherhood of Electrical Workers, AFL, 450 Harrison Street, San Francisco, Calif. Room 210 and one will be immediately mailed to you. Local 1245 has requested 3,000 additional copies of the journal for distribution in this area.

Union Files Brief
With the NLRB

A 31-page brief has been filed with the National Labor Relations Board in Washington by Local 1245’s legal representative, Attorney Mathew O. Tohriner of San Francisco. It calls attention to the fact that the original examiner who heard the UWUA (CIO) petition for a systemwide election of physical and clerical employees of Pacific Gas and Electric Company selected only those areas for a spot check of the UWUA pledge cards where the CIO union has its greatest historical strength. The spot check was supposed to be made to ascertain if the CIO pledge cards were valid.

The Union’s brief also makes it clear that Local 1245 does not believe that the Watch Engineers in the PG&E steam plants should be removed from the bargaining unit. The PG&E seeks to remove the Watch Engineers from the bargaining unit by changing their titles to Shift Foremen. It was pointed out at NLRB hearings that their duties had not been changed by the company and that they exercised very little, if any, supervisory authority.

Your union also took the position in its brief that collectors and meter readers should not be transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers transferred from the physical to the clerical group. If they were transferred at this time, they would lose

Company Replies to Wage Hike Request

November 1, 1951.
Mr. W. A. Smith, Acting Business Manager, Local Union 1245, International Brotherhood of Electrical Workers, AFL, 450 Harrison Street, San Francisco, Calif.

Following is confirmation of this Company’s position with respect to your request for an increase in wages rates although the current wage agreement with your Union will not terminate until March 31, 1952.

We believe that a firm contract on wages, one with a fixed term in our opinion, is in the interest of stable labor relations and a sound wage policy. To achieve such end we entered into a wage agreement with the IBEW dated Sept. 1, 1950, with Sept. 30, 1951, as the termination date.

Although such wage agreement still had almost seven months to run, we executed a letter agreement with you on March 9, 1951, by which in consideration of the Company voluntarily reopening the wage agreement and agreeing to a general wage increase of 5.8 per cent effective April 1, 1951, the Union agreed, among other things, to a firm wage agreement of one year terminable on March 31, 1952.

The Union thereby received substantial benefits for the employees it represents in return for its agreement to a one-year contract. It is therefore our feeling at this time that no equitable reason exists for continuing the agreement.

In addition to the reasons stated above and as I explained at the meeting, we are not in a position to increase wages now.

Very truly yours,
H. F. Carr,
Manager, Personnel Department.

Company Unwilling to Grant 2.8 Increase At This Time; Contract Expires March 31

On Aug. 23, 1951, IBEW Local 1245 wrote the Pacific Gas & Electric Co., requesting a review of the wage picture due to changes in the wage structure and the announcement of a further increase of 2.8 per cent above the 10 per cent already allowed on Jan. 15, 1950 and already negotiated by this Local Union.

UNION ASKS A HEARING

A request was made for a date to meet and talk over the situation. On Oct. 31, 1951, the Negotiating Committee chosen by the Executive Board met with the Company and the Company’s reply letter, which is published in this issue of Utility Facts, is an answer given by PG&E which is unacceptable to the Union.

In essence, the Company states it is unwilling to consider another voluntary reopening of your present wage agreement in spite of the obvious increase in the cost of living.

This occurs in spite of PG&E’s multi-million-dollar rate increases already granted, as well as current and anticipated increases in other areas.

Furthermore, the Company states that it will.

REOPEN IN APRIL 1952

There is no question on our part that we have a bona fide wage contract running to March 31, 1952, and that we intend to live up to it. This has about four months yet to go.

However, we pointed out to the Company that it is requesting additional revenues to meet expenses due to increases and that it is no more than that we too should be allowed an increase on the same basis.

BUSINESS EXPERIENCE IS WARNING

In analyzing the situation and reviewing past experience, we find in dealing with this company that if it granted an additional 2.8 per cent wage increase now allowable, it would want to extend the present agreement another year from this date. Under these conditions we would be barred again from further increases should the cost of living index rise to a higher level, and there are indications that it will.

There also is a possibility that the Wage Stabilization Board will amend its Order No. 8, of 2.8 per cent increase, to a higher figure to some extent what alleviate the added expense caused by increased taxes and cost of living.

COST OF LIVING CLAUSE

Inasmuch as it is obvious to all concerned that some method of periodic wage adjustment is needed to keep the income of our mem-

ers in line with the cost of living, Your Union’s officers feel that we cannot agree to any long-term agreement without a cost of living clause.

To accept a 2.8 per cent wage increase now with another year’s tag on it is out of the question. The present wage agreement’s expiration date of March 31, 1952, is, in the considered opinion of Your Union, a focal point of this very moving story about a great industry.

TALK IT OVER AT MEETINGS

We suggest that you talk it over with your meetings and give your officers some indication of what course you would like them to follow.

NEGOTIATIONS ON CONTRACT UNDER WAY

(Continued from Page 1) was exploratory in nature and was limited to intent and definitions of basic proposals. Meetings on Gas will be set up to rapidly process those proposals.

The entire negotiating process will be programmed by the Union and PG&E due to the volume of work in going through the very thorough Local 1245 proposals and in presenting counter-proposals. General Construction and Clerical will be important contracts to be settled. Electric, Garage, Warehouse, Commercial, and Water proposals will be coming along as fast as they can be scheduled with the utility company.

G-C CONTRACTS SOON

Under the direction of Paul Smith, business representative who handles General Construction affairs, an eleven-man committee whipped a new G-C contract proposal into shape, to cover wage scales, job descriptions and definitions and all General Construction classifications. The proposals made an imposing total of 74 pages. Smith, Alex Permal, Steve Tattles, John Michael, Lee Andrews, Ed Buntrock, Larry Smylie, Joe Loe Bue, Wilburn Pittman and George Neal composed the committee.

ORANGE BOOK GETS ATTENTION

The Physical Contact proposals, or “Orange Book” as it is better known, have been written up and all items have been correlated. The final proposals have been sent to the company and an early date will be set for actual negotiations.
Union Makes Offer to Estimators, Draftsmen

Estimators and draftsmen of Pacific Gas and Electric Company are invited to rejoin Local 1245 in the bargaining unit under a recent proposal made by W. A. Smith, acting business manager of Your Union. "There is no reason why these professional men, many of whom are graduate engineers, should not now be represented in a section of the Agreement with PG&E. They are now invited to sign sufficient pledge cards to enable us to ask for NLRB certification. When 30 per cent have signed, we will file for an election," said Smith.

NEED A 30 PER CENT SIGNUP

All estimators, draftsmen and mappers (the mappers are already represented in Local 1245's bargaining unit) are urged to hold organizational meetings in each division and department and sign at least 30 per cent of IBEW pledge cards. When that is done, the second step will be to send them to Local 1245, Room 210, 450 Harrison Street, San Francisco 5, California. Then the group will be invited to select and send a committee any weekend desired to San Francisco to draft proposals on job definitions and working conditions. Pledge cards can be obtained from any business representative of the Union or to write in direct to the above mentioned address.

SIGN PLEDGE CARDS NOW!

Some of the estimators and draftsmen have considered joining an outside professional engineers' group. This group would have little leverage in securing economic gains from PG&E Company. By joining Local 1245, the estimators and draftsmen would have the full backing and support of more than 9600 members of the local union in collective bargaining.

LATE NEWS!

Dates to discuss the General Construction and Clerical Contracts have been set with PGE! Opening discussions on a new General Construction Contract are set for 10 a.m. on Thursday, Dec. 6. Clerical negotiating committee will begin talks on a new clerical contract at 10 a.m. on Tuesday, Dec. 11.

Key System Negotiations

Local 1245 will try for a new contract with Key System, cutting the present 48-hour work week to 40 hours with no loss in take-home pay in negotiations which began on Nov. 26. Anniversary date of the contract is Jan. 1, 1952 and negotiations should be completed by then, says Al Hansen, Business Rep., who is handling the Union's end of the talks. Your Union represents the electrical maintenance workers of Key System, which transports thousands of workers daily from East Bay points to San Francisco.

ELECTRICAL TECHNICIAN AN ADDED NEW RATING

The expanding use of carrier communication and mobile radio, the greater use of carrier relaying, and the increase in the number of automatic substations throughout the PGE Company's system made it desirable for Your Union and the company to get together on establishing a classification called Electrical Technician.

LINE CONSTR. WKR. TO BE CLASSIFIED

Line Construction Division of Local 1245, the men who build lines, towers and substations for the private contractors, will soon send questionnaires by Paul Yochem, business representative, asking full information on past experience. This will enable Yochem to use the abilities of the members to the fullest extent in placing them on good jobs.

A lot of work will result to the Line Construction Division from Camp Beale project and the Folsom Dam project. Camp Beale is located near Marysville and this World War II tank training base is to be rehabilitated by the military.

A firm position is a winning one!